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The relationship between compliance with the use of personal protective equipment (PPE) and occupational health and safety behavior (K3) on the performance of PT Enam Prakarsajaya Mandiri

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Abstract--This research aims to analyze the relationship between compliance with the use of PPE and K3 behavior on employee performance at PT. Enam Prakarsajaya Mandiri. This research uses primary data obtained through interviews and filling out questionnaires for 123 permanent and temporary employees at PT. Enam Prakarsajaya Mandiri were selected through a purposive sampling method using SPSS 25 to quantitatively measure compliance with the use of PPE, K3 behavior and employee performance in the company. The research results show that K3 behavior and compliance with the use of PPE have a significant effect on employee performance. Compliance with the use of PPE has a significant influence on employee performance and K3 behavior has a significant influence on employee performance. This research will be input for PT. Enam Prakarsajaya Mandiri to continue to be committed to improving K3 training and facility quality to achieve good K3 behavior and compliance with the use of PPE. Because high levels of K3 behavior

and compliance with the use of good PPE will improve employee performance, which is the ticket to the success of all businesses.

Keywords---personal protective equipment, PPE, occupational health safety, K3, employee performance.

Introduction

The success of an organization or company is played by existing human resources, because humans are living assets that are important to continue to maintain and develop (Zuleha, 2021). Therefore, companies must pay special attention to employees. Companies must manage and pay more attention to human resources considering that humans are an important asset in a company (Edigan et al., 2019). Management that has the ability to manage resources in a systematic, structured and efficient manner, these humans are what is needed in managing resources (Warsito & Wibowo, 2022). One of the things that must be an important concern for human resource administrators is the security and health systems of activities (Sofyan, 2017).

In 2018, the International Labor Organization (ILO) stated that the level of activity disasters as well as various categories of hazards in occupational safety and health (K3) were still classified as quite high. Work accidents are often intertwined primarily with production processes in the construction sector. It is reported that there are around 6,000 cases of work accidents that occur in Indonesia, of which 20 victims are fatal for every 100,000 workers due to work accidents (Parashakti, 2020). The ILO calculates that for developing countries like Indonesia, the losses that must be borne reach 4% of the gross national product (PNB) (Sari & Nurcahyati, 2018). In 2018, work accidents in Indonesia stated that Indonesia was in the highest ranking, namely 152nd out of 153 countries where research had been carried out (Rangkang et al., 2021). Based on data from the Social Security Administering Agency (BPJS) for Employment, the number of accidental activities in Indonesia was 234,270 in 2021. In the previous year there were 221,740 cases, an increase of 5.65%. Over the last 5 years, the number of activity accident problems in Indonesia has continued to grow. Since 2017, 123,040 cases of work accidents have been recorded. The number increased by 40.94% to 173,415 problems in 2018 (Yuriah et al., 2023).

In Law Number. 1 of 1970 concerning Activity Safety, formalized work safety requirements that must be fulfilled by every person or agency carrying out business, whether official or informal, wherever located in an effort to provide security and health protection for all people located in their business area. 9 One of the K3 programs in industry is the provision of Personal Protective Equipment. Sourced from Law Number. 1 of 1970 article 14(c) concerning Work Safety, managers or entrepreneurs must provide PPE freely to their workers and other people who enter the place of activity. 10 In Law Number. 1 of 1970 article 3 concerning Job Security states that the requirements for job security are to: a. avoid and reduce disasters; b. avoid, reduce and extinguish fires; c. avoid and reduce the threat of explosions; d. provide an opportunity or path to protect oneself during a fire or other risky incident; e. provide assistance in accidents; f.

provide personal protective equipment to workers; g. prevent and regulate the emergence or spread of temperature, humidity, dust, dirt, smoke, steam, gas, gusts of wind, weather, light or radiation, sound and vibration; h. preventing and managing the possibility of disease due to physical or psychological activities, poisoning, inflammation and transmission; i. get sufficient and suitable enlightenment; j. maintain good air temperature and humidity; k. provide adequate air freshening; l. maintain cleanliness, health and discipline; m. obtain harmony between activity power, activity equipment, area, methods and how it works; n. secure and facilitate the transportation of people, animals, plants or objects; o. secure and maintain all categories of buildings; p. securing and expediting the process of loading and unloading, processing and storing objects; q. avoid being exposed to risky electrical movements; r. familiarize and complete safeguards in professions where the threat of accidents is increasing greatly. Compliance with the use of PPE also depends on how each employee perceives their work health and safety. Siti Al Fajar & Tri Heru (2015: 102) explain that employee safety and health will describe the physical and psychological psychology of work that is affected by industrial activity areas, when an industry makes efficient work safety and health measures, as well as injury sufferers. or diseases that are short or long term will continue to decrease and decrease (Hakim & Febriyanto, 2020).

PT. Enam Prakarsajaya Mandiri is a company engaged in technical consulting services which was officially founded in 2009 by professionals who are experienced in the fields of Project Management Services (Engineering, Procurement, Construction (EPC)), Construction Management and Quantity Surveying for more than 20 years (Mukhrodi, 2019). According to the 2022 work accident bar chart data, PT. Enam Prakarsajaya Mandiri saw an increase in work accidents compared to 2021. In carrying out daily activities PT. Enam Prakarsajaya Mandiri has several obstacles, this company's problem is because the provision of personal protective equipment is not optimal so that its effectiveness in preventing accidents is small, so it can carry a risk of danger (Hidayati, 2016). When working, safety and comfort factors are things that can have an impact on employee abilities (Marchamah & Kh, 2017) (Yuriah & Kartini, 2022). The knowledge of employees is related to the value of safety and health activities as well as the correction of the use of activity equipment which can have an impact on the occurrence of work accidents which are usually caused by human error) not only in the view of the competence of executives but also in descriptions related to the K3 organizers (Gita et al., 2021) then this problem causes the performance of PT. Enam Prakarsajaya Mandiri became less effective and efficient (Candra, 2021).

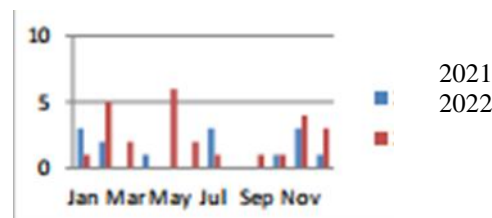


Figure 1. Work accident at PT. Enam Prakarsajaya Mandiri 2021-2022

The occupational safety and health of its employees is the responsibility of each industry, in this case, the safety and health of these activities will have a direct impact and consequence on the employees in the work they do (Noviati & Yasmin, 2021). This can also be interpreted as providing facilities to employees and also the regulations needed to improve occupational safety and health applications (Alghofiqy, 2018).

In this way, it can be concluded that occupational safety and health have a part in the abilities of employees. This occurs because occupational safety and health is a primary concern in the work environment and this can influence the work results of employees. With the guarantees provided by the company such as safety and health activities, it is hoped that the abilities of the employees will also run well as expected by the industry. Sedarmayanti (2016:260) stated that employee performance is the result of work that can be seen based on the quality and quantity of employees in carrying out their responsibilities in accordance with those given to the employee (Sedarmayanti, 2016) (Muthoharoh et al., 2022). When K3 can run well, the level of accidents while on duty will also decrease and employee abilities will increase, this happens because the development experienced by a company is also measured by the employee's performance (Bando et al., 2020) (Yuriah et al., 2022). Based on the background above, the aim of this research is to determine the relationship between compliance with the use of Personal Protective Equipment (PPE) and Occupational Health and Safety Behavior (K3) on the performance of PT Enam Prakarsajaya Mandiri.

Material and Methods

Quantitative research is the research method carried out with an analytical observational concept using cross-sectional. This study was conducted at PT. Enam Prakarsajaya Mandiri, Jl. Jombang Raya No. 89 Bintaro Sector 9 Shophouse No. 33, South Tangerang. This study will be carried out in March 2023 until completion. Samples taken from some construction workers at PT. Enam Prakarsajaya Mandiri totaling 123 people. The sample will be selected using non-probability sampling techniques with convenience sampling techniques. The provisions set for respondents include: 1) Working in the development department at PT. Enam Prakarsajaya Mandiri namely permanent and non-permanent employees (contract employees). 2) Not sick. 3) Willing to be a research subject. 4) Respondents aged 21 - 50 years.

Primary data and secondary data are the research data sources used. Primary data was obtained from interviews with PT Enam Prakarsajaya Mandiri and also the results of filling out questionnaires by construction workers at PT. Enam Prakarsajaya Mandiri. Secondary data is information that will be obtained from the industry. The data contained in this is information originating from industrial management, such as company profile data, number of employees and data on types of services. On the other hand, external information can take the form of information published in a general way such as books, magazines, the internet, newspapers and so on.

The information collection methods used in this research are questionnaires, interviews, literature studies, and monitoring. The validity test was attempted

with a sample of 30 respondents, namely 0.177 at a 95% confidence interval ($\alpha=0.05$) and 11 questions were declared valid. Testing the reliability of this questionnaire was taken using non-probability sampling at PT. Enam Prakarsajaya Mandiri and analyzed using SPSS version 25.00. The PPE use compliance questionnaire obtained a Cronbach's Alpha of 0.831. The K3 behavior questionnaire obtained a Cronbach's Alpha of 0.614. The employee performance questionnaire obtained a Cronbach's Alpha of 0.913. So that all questionnaires were declared reliable. As for analyzing the data, quantitative data analysis techniques will be used with a statistical approach, namely Descriptive Statistics. To analyze the characteristics of the respondents and also assess the opinions of each respondent regarding the variables used, descriptive analysis will be used.

Results and Discussion

Descriptive Analysis of Respondents Characteristics of Respondents by Gender

Based on the results of questionnaire data processing, it is known that the majority of employees in the construction section of PT. Enam Prakarsajaya Mandiri are women, namely 20.3% and men, 79.7%. This was decided based on the results of the researcher's interview with one of the sources, where the two people did not have direct involvement with the company's products and services, namely for non-technical internal administration. Thus, the researcher did not allocate distribution of questionnaires to these two people. So specifically for this research, 100% of respondents were men. Characteristics of respondents who are employees of the development department of PT. Enam Prakarsajaya Mandiri based on gender can be seen in Table 1 and Figure 2.

Table 1
Characteristics of Respondents, employees of the development department of PT.
Enam Prakarsajaya Mandiri by Gender

Gender	Frequency	Percentage
Man	98	79.7%
Woman	25	20.3%
Total	123	100.0%

Source: Processed questionnaire data (2023)

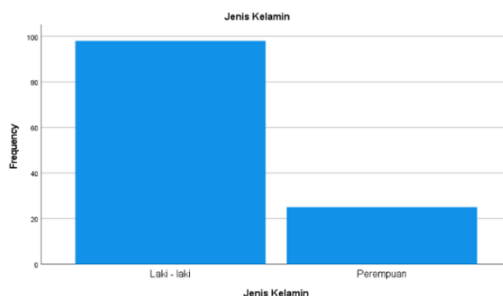


Figure 2. Diagram of Respondent Characteristics Based on Gender

Respondent Characteristics by Age

This research provides an age limit for respondents, based on the minimum age of employees who can work in the company, namely at least 19 years up to the age before retirement, namely under 55 years of age.

Table 2
Characteristics of Respondents from PT Enam Prakarsajaya Mandiri by Age

Age	Frequency	Percentage
≤ 25	18	14.6%
26 - 35	86	69.9%
36 - 45	8	6.5%
46+	11	8.9%
Total	123	100%

Source: Processed questionnaire data (2023)

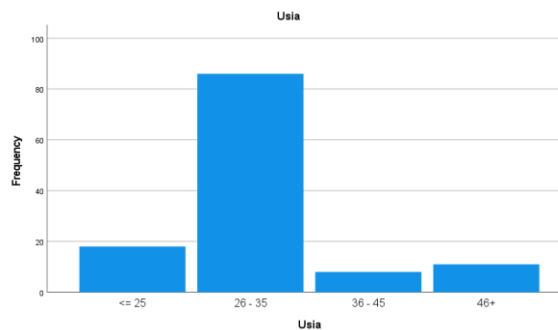


Figure 3. Diagram of Respondent Characteristics Based on Age

Respondent Characteristics based on Last Education

The next character of the respondent to be reviewed is their highest level of education. PT Enam Prakarsajaya Mandiri have diverse educational backgrounds. One aspect that influences the method of collecting decisions is expected to be determined by the level of education. The level of education greatly influences a person's thinking, looking, perceiving and looking at things or problems. The level of education even influences a person's decision to solve a problem. The higher a person's level of education, the more responsive that person will be in dealing with information or problems. The greater the information he receives, the greater his influence in terms of selecting the best product or service in his opinion.

Table 3
Characteristics of Respondents from PT Enam Prakarsajaya Mandiri based on Last Education

Last education	Frequency	Percentage
JUNIOR HIGH SCHOOL	1	0.8%
SENIOR HIGH SCHOOL	13	10.6%
Diploma	25	20.3%

Bachelor degree	73	59.3%
Postgraduate	11	8.9%
Total	123	100.0%

Source: Processed questionnaire data (2023)

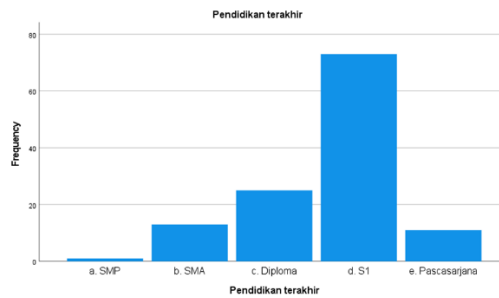


Figure 4. Diagram of Respondent Characteristics Based on Last Education

Characteristics of Respondents based on Years of Service

Based on the table, the majority of PT Enam Prakarsajaya Mandiri had worked for less than 5 years at 78 percent. Then employees with 6-10 years of service with a percentage of 14.6 percent, 11-15 years of service with a percentage of 5.7 percent, and finally employees with more than the same 16 years of service with a percentage of 1.6 percent. .

Table 4
Characteristics of Respondents from PT. Enam Prakarsajaya Mandiri based on Years of Service

Years of service	Frequency	Percentage
≤ 5	96	78.0
6 - 10	18	14.6
11 - 15	7	5.7
16+	2	1.6
Total	123	100.0%

Source: Processed questionnaire data (2023)

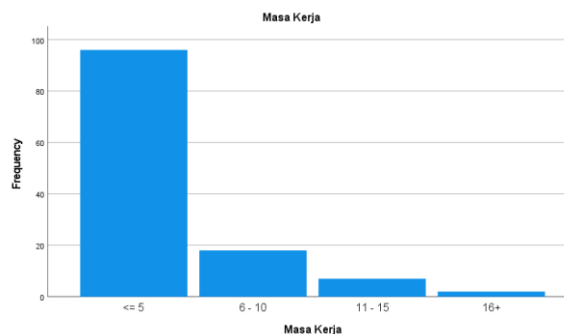


Figure 5. Diagram of Respondent Characteristics Based on Years of Work

Respondent Characteristics based on Employee Status

This research provides information regarding the status of employees in the department so that it is hoped that they will understand the questionnaire distributed, and provide more objective responses related to employee performance, compliance with the use of PPE, and K3 behavior that has been provided by the company.

Table 5
Characteristics of Respondents from PT. Enam Prakarsajaya Mandiri based on Employee Status

Employee Status	Frequency	Percentage
Contract	62	50.4%
Still	61	49.5%
Total	123	100.0%

Source: Processed questionnaire data (2023)

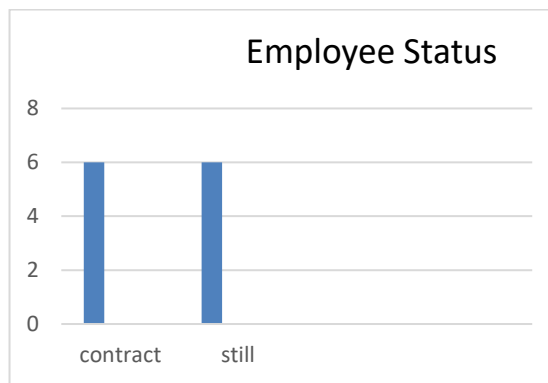


Figure 6. Diagram of Respondent Characteristics Based on Employee Status

Descriptive Analysis of Compliance with PPE Use

The average score for compliance with the use of PPE is that many adhere to the use of PPE. This is also in accordance with what was obtained during observations at the research location, where it was found that there were still employees who did not use complete PPE when working, the reasons found were feeling uncomfortable and feeling uncomfortable. Notoatmodjo (2003) suggests that attitude is a mental process which, in this case, occurs in a person's life, which is a mental process that will determine how that person responds. The Enam Prakarsajaya Mandiri are part of a person's knowledge which consists of knowledge, understanding, application, analysis, synthesis and evaluation. At each level, it will describe a person's abilities based on the level of attitude of employees in using PPE when working.

Descriptive Analysis of Occupational Health and Safety Behavior

Table 6
Frequency Distribution of Answers to the K3 Behavior Questionnaire

No	Question	Yes	No	Total
1	Do you do your work quickly and in a hurry?	19 (15.4%)	104 (84.6%)	123 (100%)
2	Do you remove safety equipment while working?	19 (15.4%)	104 (84.6%)	123 (100%)
3	Are you under the influence of alcohol or drugs while working?	3 (2.4%)	120 (97.6%)	123 (100%)

Source: Processed questionnaire data (2023)

Based on table 6, it can be seen that the Occupational Health and Safety Behavior score is good. Work safety is something that is very important to pay attention to when working. Without paying attention to work safety, employees will feel less protected when carrying out their work. Occupational health is an important thing to always pay attention to, especially when working for safety at work. Employees who pay attention to their health will feel enthusiastic and motivated to provide their best performance to the company. In this research, researchers used a questionnaire to measure the health services that each company pays attention to.

Descriptive Analysis of Employee Performance

Table 7
Frequency Distribution of Answers to the Employee Performance Questionnaire

No	Question	STS	T.S	K.S	S	SS	Total
1	I completed the task with standards that have been set	0 (0%)	0 (0%)	0 (0%)	78 (63.4%)	45 (36.6%)	123 (100%)
2	I am always careful in carrying out the tasks given	0 (0%)	0 (0%)	5 (4.1%)	68 (55.3%)	50 (40.7%)	123 (100%)
3	I can finish the job neatly	0 (0%)	0 (0%)	11 (8.9%)	64 (52%)	48 (39%)	123 (100%)
4	I work to achieve that target determined by the company	0 (0%)	0 (0%)	5 (4.1%)	69 (56.1%)	49 (39.8%)	123 (100%)
5	I come to the office on time	0 (0%)	0 (0%)	11 (8.9%)	58 (47.2%)	54 (43.9%)	123 (100%)
6	I always obey the rules	0	0	7	75	41	123

	applied	(0%)	(0%)	(5.7%)	(61.0%)	(33.3%)	(100%)
7	I can get the job done quickly without any repairs	0	3	24	55	41	123
		(0%)	(2.4%)	(19.5%)	(44.7%)	(33.3%)	(100%)
8	I get the job done right Time	0	0	9	67	47	123
		(0%)	(0%)	(7.3%)	(54.5%)	(38.2%)	(100%)
9	I can collaborate with colleagues to complete work together	0	0	8	74	41	123
		(0%)	(0%)	(6.5%)	(60.2%)	(33.3%)	(100%)
10	I try to work well with fellow employees	0	0	5	71	47	123
		(0%)	(0%)	(4.1%)	(57.7%)	(38.2%)	(100%)
11	I took part in the work being done	0	1	11	67	44	123
		(0%)	(0.8%)	(8.9%)	(54.5%)	(35.8%)	(100%)

Source: Processed questionnaire data (2023)

Performance is the level of achievement of a person or employee in a company that can provide an increase in the company's productivity. In this research, the researcher used a questionnaire as a tool to measure employee performance at PT. Enam Prakarsajaya Mandiri are noticed by employees. There are 11 statements used by researchers to measure in more depth.

Analysis of the Influence of Compliance with PPE Use and Occupational Health and Safety Behavior

Table 8
Spearman correlation test for Compliance with PPE Use with Occupational Health and Safety Behavior

	n	P-value	r
compliance with the use of PPE-Occupational Health Safety Behavior	123	0.037	0.188

Source: Processed questionnaire data (2023)

Based on table 8, the correlation value (0.188) shows that there is a weak positive correlation between the variable compliance with PPE use (X1) and K3 behavior (X2). The p-value (0.037) is below the significance threshold of 0.05, so this correlation is considered significant at the 0.05 significance level. The correlation between Performance (Y) and Occupational Safety and Health (K3) has a strong positive correlation (0.681**). This indicates that organizations or individuals who care more about occupational safety and health tend to have better performance. Perhaps the existence of a safe and healthy work culture can contribute positively to work effectiveness and efficiency.

Analysis of the Effect of Compliance with PPE Use and Employee Performance

Table 9
Spearman correlation test for compliance with PPE use and employee performance

	n	P-value	r
Compliance with PPE Use and Employee Performance	123	0,000	0.430

Source: Processed questionnaire data (2023)

Based on table 9, the correlation value (0.430) shows that there is a moderate positive correlation between the Performance variable (Y) and Compliance with PPE use (X1). The very low p-value (0.000) indicates that this correlation is statistically significant at the 0.01 significance level. The correlation between Performance (Y) and Compliance with the use of Personal Protective Equipment (PPE) has a moderate positive correlation (0.430**). This shows that appropriate and consistent use of Personal Protective Equipment can have a positive impact on individual or organizational performance. When PPE is used correctly, it can support increased performance.

Analysis of the Influence of K3 Behavior on Employee Performance

Table 10
Spearman correlation test for K3 behavior compliance with employee performance

	n	P-value	r
K3 Behavior and Employee Performance	123	0,000	0.681

Source: Processed questionnaire data (2023)

Based on table 10, the correlation value (0.681) shows that there is a strong positive correlation between the Performance (Y) and K3 Behavior (X2) variables. The very low p-value (0.000) indicates that this correlation is statistically significant at the 0.01 significance level. The correlation between Performance (Y) and Occupational Safety and Health (K3) has a strong positive correlation (0.681**). This indicates that organizations or individuals who care more about occupational safety and health tend to have better performance. Perhaps the existence of a safe and healthy work culture can contribute positively to work effectiveness and efficiency.

Regression analysis of the K3 Behavior variable (X2) and Compliance with the use of PPE (X1) on the Performance variable (Y).

Table 11
Regression Analysis

Model Summary b

Model	R	R Square	Adjusted Square	RStd. Error of the Estimate
1	.747a	,558	,550	.29656

a. Predictors: (Constant), K3 (X2), APD (X1)

b. Dependent Variable: Performance (Y)

Source: Processed questionnaire data (2023)

The table above is the result of a regression analysis which discusses how the K3 (X2) and APD (X1) variables influence the Performance variable (Y). The following is an explanation of the table:

- R (Pearson Correlation): A value of 0.747 shows the correlation between the Performance variable (Y) and the predictors K3 (X2) and APD (X1).
- R Square (R^2): A value of 0.558 indicates that around 55.8% of the variation in the Performance variable (Y) can be explained by the combination of K3 (X2) and APD (X1).
- Adjusted R Square: The value 0.550 is the R Square adjusted for the number of predictors and number of samples. This indicates that about 55% of the variation in Performance (Y) can be explained by this model after considering the model complexity.
- Std. Error of the Estimate: The value 0.29656 is the standard error estimate of the model prediction for the Performance (Y) variable.

ANOVA test

Table 12
ANOVA test

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13,314	2	6,657	75,697	,000b
	Residual	10,554	120	,088		
	Total	23,868	122			

a. Dependent Variable: Performance (Y)

b. Predictors: (Constant), K3 (X2), APD (X1)

Source: Processed questionnaire data (2023)

Based on the table above, the Regression Sum of Squares model is 13,314, which is the amount of variation in Performance (Y) explained by the regression model. The Residual Sum of Squares is 10,554 is the amount of variation in Performance (Y) that is not explained by the model, and is known as the residual. The Total

Sum of Squares value of 23,868 is the total variation in Performance (Y) across the data. The F-statistic with a value of 75,697 is the F statistical test to see whether the overall regression model has a significant impact on Performance (Y). Sig. with a value of 0.000 is a very low p-value, indicating that the overall regression model is statistically significant in influencing Performance (Y).

Coefficient Test

Table 13
Coefficient Test

Coefficients ^a		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance VIF
1	(Constant)	3,289	.173		18,962	,000	
	PPE (X1)	,085	.017	,313	5,063	,000	,965 1,037
	K3 (X2)	,394	,039	,622	10,060	,000	,965 1,037

a. Dependent Variable: Performance (Y)

Source: Processed questionnaire data (2023)

- Coefficient for Intercept (Constant): The value 3.289 is the estimate of Performance (Y) when the K3 (X2) and APD (X1) values are 0.
- Coefficient for APD (X1): A value of 0.085 indicates that when APD (X1) increases by one unit, Performance (Y) increases by approximately 0.085 units, while maintaining constant K3 (X2).
- Coefficient for K3 (X2): A value of 0.394 indicates that when K3 (X2) increases by one unit, Performance (Y) increases by approximately 0.394 units, while maintaining constant APD (X1).
- Sig.: A value of 0.000 for both coefficients indicates that the two predictor variables (APD and K3) have a statistically significant impact on Performance (Y).
- Collinearity Statistics: Tolerance and VIF values indicate that there is no multicollinearity problem between the predictors (APD and K3) in the model.

In conclusion, the results of this analysis show that the regression model with K3 (X2) and APD (X1) as predictors has a significant impact on the Performance variable (Y). The variables K3 (X2) and APD (X1) together explain around 55.8% of the variation in Performance (Y). Furthermore, these two predictor variables have an individually significant influence on Performance (Y). From the output above, it can be seen that we have coefficients for the predictor variables, namely APD (X1) and K3 (X2), as well as values related to hypothesis testing.

Hypothesis Test for APD (X1)

- H₀ (Null Hypothesis): APD coefficient (X1) = 0 (There is no influence of APD on performance)
- H_a (Alternative Hypothesis): APD Coefficient (X1) ≠ 0 (There is an influence of APD on Performance)

- t value: 5.063
- Sig. value: 0.000 (very low)
- Since the p-value (Sig.) is very low (less than any significance level like 0.01 or 0.05), we have enough evidence to reject the null hypothesis. This means that there is sufficient evidence to state that the APD variable (X1) has a significant influence on the Performance variable (Y).

Hypothesis Test for K3 (X2)

- H0 (Null Hypothesis): K3 Coefficient (X2) = 0 (There is no influence of K3 on Performance)
- Ha (Alternative Hypothesis): K3 Coefficient (X2) \neq 0 (There is an influence of K3 on Performance)
- t value: 10.060
- Sig. value: 0.000 (very low)

Since the p-value (Sig.) is very low (less than any significance level like 0.01 or 0.05), we have enough evidence to reject the null hypothesis. This means that there is sufficient evidence to state that the K3 variable (X2) has a significant influence on the Performance variable (Y). In both cases, because the p-value is very low, we have strong confidence that there is a significant relationship between the two predictor variables (PPE and K3) and the response variable (Performance). Thus, these results support the conclusion that PPE and K3 have a significant influence on performance. The regression estimation equation based on the coefficients given in the table is as follows:

$$\text{Performance (Y)} = 3.289 + 0.085 * \text{PPE (X1)} + 0.394 * \text{K3 (X2)}$$

In this equation:

- 3.289 is the intercept value (constant) which shows the estimated Performance (Y) value when both predictors (APD and K3) are 0.
- 0.085 is the coefficient for the APD variable (X1), which indicates that every one unit increase in APD will result in an increase of approximately 0.085 units in Performance (Y), holding K3 (X2) constant.
- 0.394 is the coefficient for the K3 variable (X2), which indicates that every one unit increase in K3 will result in an increase of approximately 0.394 units in Performance (Y), holding APD (X1) constant.

So, using this equation, we can estimate the Performance (Y) value based on the APD (X1) and K3 (X2) values.

Visual Normality Test

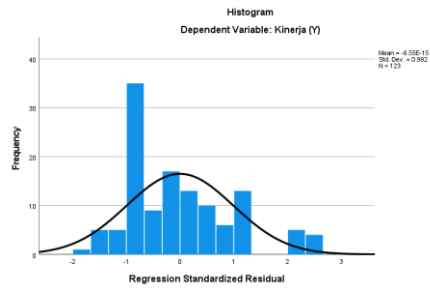


Figure 7. Normality Test Results

If you pay attention to the visual appearance of the residual, it can be said to have a normal distribution, this happens because the residual distribution is close to the theoretical normal distribution or is bell-shaped.

Visual Heteroscedasticity Test

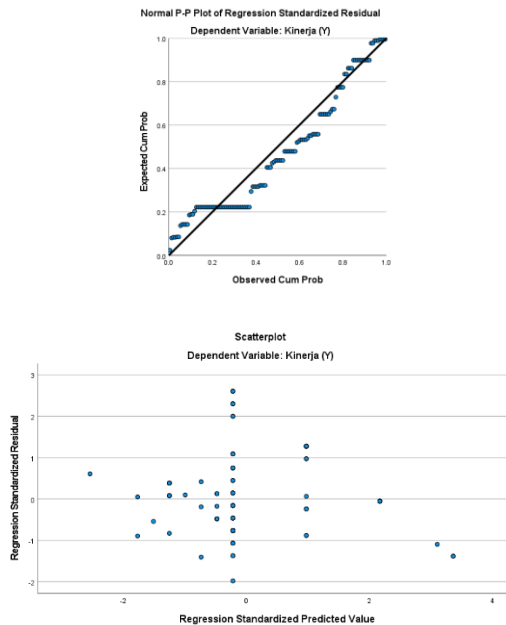


Figure 8. Heteroscedasticity Test Results

Detecting the presence or absence of heteroscedasticity will be carried out by paying attention to the scatter plot diagram. When there is a certain pattern and also has a regular flow, it is concluded that heteroscedasticity has occurred. But the opposite will happen when there is no clear pattern and it is evenly distributed, then heteroscedasticity does not occur. Based on this diagram, it can be concluded that in this research model there is no heteroscedasticity.

Conclusion

Based on the research results, it was found that the compliance variable in the use of PPE had a positive and significant effect on employee performance. This means that the better the compliance with the use of PPE provided, the more employee performance will increase. In this case, it is assessed that compliance with the use of PPE by PT Enam Prakarsajaya Mandiri is in line with expectations, thus having an impact on employee performance. Thus, it can be concluded that the first hypothesis which states that there is a significant influence between compliance with the use of PPE and employee performance is accepted. Occupational health safety behavior variables have a positive and significant effect on the performance of PT Enam Prakarsajaya Mandiri. In this case, it is assessed that employee K3 behavior can have a positive impact, so that employee performance increases.

Thus, it can be concluded that the second hypothesis states that there is a significant influence of occupational safety and health behavior on the performance of PT Enam Prakarsajaya Mandiri. The variable compliance with the use of PPE has a positive and significant effect on PT's Enam Prakarsajaya Mandiri. In this case, this means better compliance with the use of PPE provided, resulting in improved employee K3 behavior. Thus, it can be concluded that the third hypothesis states that there is a significant influence of compliance with the use of PPE on the occupational health and safety behavior of PT. Enam Prakarsajaya Mandiri. The variables of compliance with the use of PPE and occupational health safety behavior have a positive and significant effect on the performance of PT Enam Prakarsajaya Mandiri. In this case, this means better compliance with the use of PPE and occupational health and safety behavior provided, resulting in increased employee performance. Thus, it can be concluded that the fourth hypothesis states that there is a significant influence of compliance with the use of PPE on the occupational health safety behavior of PT. Enam Prakarsajaya Mandiri.

In the management of PT. Enam Prakarsajaya Mandiri needs to improve the quality of employees, management needs to send employees to take part in training that can support their skills. Increasing information notification, whether direct communication within the company or via print media or social media, so that marketing communications are more integrated is also very necessary.

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