Development of OHS Models, Work Environment and Performance during the Covid-19 Pandemic

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Abstract
Background: Human resources are one of the factors that have a very important role in a company or organization. It can also be said that human resources are living assets that need to be developed and maintained or in other words must receive special attention from the company and be managed properly. This is intended so that the human resources of the company are able to make a maximum contribution/contribution in an effort to achieve organizational goals. There are many things that companies must pay attention to regarding human resources today, including occupational health and safety, work environment. Especially in the last 2 years, the world has been hit by the COVID-19 pandemic which has had a major impact on various sectors. The government makes regulations to reduce the spread of COVID-19, including PPKM, WFH which continues as a form of tightening rules. Of course this has an impact on the behavior of human resources which will be determined in the form of their performance. The implementation of OHS and the work environment must be conditioned so that the transmission of COVID-19 does not occur in the workplace. Research objectives: (1) To describe OHS, work environment and employee performance of PT. Alam Mahameru, (2) To analyze OHS and work environment on the performance of employees of PT. Alam Mahameru, (3) To analyze the effect of OHS on the performance of employees of PT. Alam Mahameru, (4) To analyze the work environment on the performance of employees of PT. Alam Mahameru.

Materials and methods: This study uses quantitative research methods, namely research methods based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, quantitative or statistical data analysis, with the aim of testing predetermined hypotheses. The population in this study were all employees of PT. Alam Mahameru. The sample and sampling technique in this study were employees of PT. Alam Mahameru, while the sampling technique used purposive sampling, namely the sampling technique with certain considerations. Data analysis techniques with descriptive statistical analysis are statistics used to analyze data by describing the data that has been collected as it is without intending to make conclusions that apply to the public or generalizations. SPSS to solve problems by analyzing and testing the relationship and influence between independent and dependent variables, used causal models through regression and correlation analysis with the help of SPSS.

Results: The OHS variable has an average score of 4.32, thus it can be interpreted that the OHS variable has a good average result. The work environment variable has an average score of 4.31, thus it can be interpreted that the work environment variable has a good average result. The performance variable has an average score of 4.34, thus it can be interpreted that the performance variable has a good average result. Multiple linear regression analysis has a significant effect of OHS and work environment on performance, there is a significant effect of OHS on performance, there is a significant effect of work environment on performance. The value of OHS and work environment = 0.000 < significance level (α) 0.05, it can be concluded that there is a significant effect of OHS and work environment on performance. OHS = 0.009 < significance level (α) 0.05, it can be concluded that there is a significant effect of OHS on performance. Work environment = 0.000 < significance level (α) 0.05, it can be concluded that there is a significant effect of work environment on performance.

Conclusion: The results of the descriptive analysis of the OHS variable have an average score of 4.32, thus it can be interpreted that the OHS variable has a good average result. The work environment variable has an average score of 4.31, thus it can be interpreted that the work environment variable has a good average result. The performance variable has an average score of 4.34, thus it can be interpreted that the performance variable has a good average result. The results of multiple linear regression analysis showed a significant effect of OHS and work environment on performance, there was a significant effect of OHS on performance, and there was a significant effect of work environment on performance.

Key Word: OHS, Work Environment, Performance

I. Introduction

Human resources are one of the factors that have a very important role in a company or organization. It can also be said that human resources are living assets that need to be developed and maintained or in other words must receive special attention from the company and be managed properly. This is intended so that the company's human resources are able to make a maximum contribution/contribution in an effort to achieve organizational goals.

There are many things that companies must pay attention to regarding human resources today, including occupational health and safety, work environment. Especially in the last 2 years, the world has been hit by the COVID-19 pandemic which has had a major impact on various sectors. The government makes regulations to reduce the spread of COVID-19, including enforcement of restrictions on community activities, work from home which continues as a form of tightening rules. Of course this has an impact on the behavior of human resources which will be determined in the form of their performance. The implementation of OHS and the work environment must be conditioned so that the transmission of COVID-19 does not occur in the workplace.

II. Material And Methods

OHS
Definition of OHS
According to Mangkunegara 2010, occupational safety and health are thoughts and efforts to ensure the integrity and perfection of both physical and spiritual labor, work and culture towards a just and prosperous society.
OHS Indicator
Occupational health and safety indicators include: health financing, health services, equipment, procedures, storage of goods, work authority, negligence.
Work environment
Understanding Work Environment
The work environment according to Sedarmayanti 2011 is everything that is around employees at work, either physically or non-physically, directly or indirectly, which can affect employees and their work at work.
Work Environment Indicator
The indicators of the work environment according to Sedarmayanti 2011 are: lighting in the workplace, temperature, humidity, air circulation, noise, color schemes, security, relationships with superiors, relationships among co-workers.
Performance
Understanding Performance
Performance according to Veithzal Rivai 2008 is a behavior shown by individuals as work performance produced by employees in accordance with their roles in a company.
Performance Indicator
Performance indicators according to Mangkunegara 2010 include: quality of work, quantity of work, cooperation, initiative.
Research Hypothesis Development
Effect of OHS on performance
Research by Manda Dwipayani and Kusri Suwardi 2018; Julius Simbolon and Nuridin 2017, that OHS has an effect on performance.
H1 : OHS has an effect on performance.
Effect of work environment on performance
Research by Manda Dwipayani and Kusri Suwardi 2018; Julius Simbolon and Nuridin 2017, that the work environment affects performance.
H2 : Work environment has an effect on performance.

This study uses quantitative research methods, namely research methods based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative or statistical, with the aim of testing predetermined hypotheses. The population in this study were all employees of PT. Alam Mahameru.

The sample and sampling technique in this study were employees of PT. Alam Mahameru, while the sampling technique used purposive sampling, namely the sampling technique with certain considerations.

Research instruments and measurement scales in this study, researchers distributed closed questionnaires to employees by giving numbers on empirical events according to certain rules on the Likert scale. 5 scales used, namely: a scale of 1 strongly disagree; scale 2 disagree; neutral 3 scale; scale 4 agree; 5 scale strongly agree.

Data analysis techniques with descriptive statistical analysis are statistics used to analyze data by describing the data that has been collected as it is without intending to make conclusions that apply to the public or generalizations. Descriptive analysis is used to interpret the data and information that has been obtained from the respondents by collecting, compiling and classifying the data so that it is known how the influence of OHS, work environment on the performance of employees of PT. Alam Mahameru.

SPSS to solve problems by analyzing, testing the relationship and influence between independent and dependent variables, used causal models through regression and correlation analysis with the help of SPSS.

III. Result

Descriptive Analysis Results
1) The OHS variable has an average score of 4.32, thus it can be interpreted that the OHS variable has a good average result.
2) The work environment variable has an average score of 4.31, thus it can be interpreted that the work environment variable has a good average result.
3) The performance variable has an average score of 4.34, thus it can be interpreted that the performance variable has a good average result.

Classic assumption test
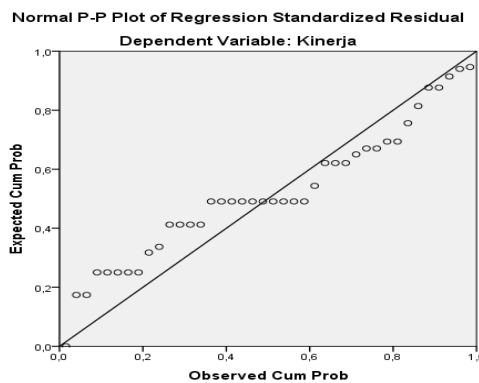**1) Normality Test**

Figure 1: Normality Test

Based on the results of the normality test, it shows that the data that has been collected is normally distributed, because the results of linear regression analysis with the P-P Plot graph on the residual error of the regression model show that the points are not far from the diagonal line even though they move away but return to the diagonal line. So this shows that the multiple linear regression model is normally distributed.

2) Multicollinearity Test

Table 1: Multicollinearity Test
Coefficients[a]

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
OHS	,122	8,182
Work Environment	,122	8,182

Based on the results of the multicollinearity test showing the tolerance value is greater than 0.1 and the VIF value is less than 10, it can be concluded that there is no multicollinearity.

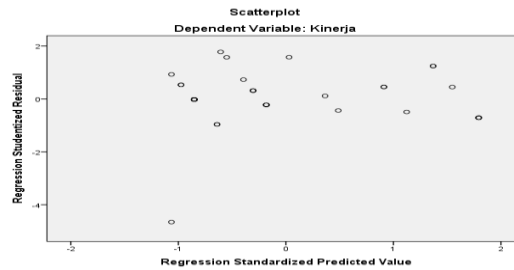**3) Heteroscedasticity Test**

Figure 2: Heteroscedasticity Test

Based on the results of the heteroscedasticity test of scatterplots, it can be seen that the points do not form a certain pattern, where the points spread above and below the number 0. These results show that there is no heteroscedasticity.

Multiple Linear Regression Analysis
1) The value of OHS and work environment = 0.000 < significance level (α) 0.05, it can be concluded that there is a significant effect of OHS (X_1) and work environment (X_2) on performance (Y).
2) OHS value = 0.009 < significance level (α) 0.05, it can be concluded that there is a significant effect of OHS (X_1) on performance (Y).
3) Work environment value = 0.000 < significance level (α) 0.05, it can be concluded that there is a significant effect of work environment (X_2) on performance (Y).

Hypothesis test

Table 2: Hypothesis Testing
Testing the effect of OHS and work environment on performance

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-,957	,683		-1,402	,169		
	OHS	,197	,072	,284	2,741	,009	,122	8,182
	Work Environment	,340	,050	,705	6,808	,000	,122	8,182

a. Dependent Variable: Performance

ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	100,271	2	50,135	363,409	,000[b]
	Residual	5,104	37	,138		
	Total	105,375	39			

a. Dependent Variable: Performance
b. Predictors: (Constant), Work Environment, OHS

1) Results of Hypothesis Testing 1
The results of the OHS value and work environment = 0.000 < significance level (α) 0.05, it can be concluded that there is a significant effect of OHS and work environment on performance.
So: OHS and work environment have a significant effect on performance.
2) Results of Hypothesis Testing 2
The result of OHS value = 0.009 < significance level (α) 0.05, it can be concluded that there is a significant effect of OHS on performance.
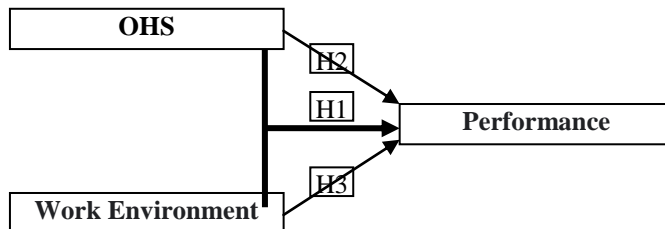So: OHS has a significant effect on performance.

3) Results of Hypothesis Testing 3
The result of the value of the work environment = 0.000 < significance level (α) 0.05, it can be concluded that there is a significant effect of the work environment on performance.
So: the work environment has a significant effect on performance.

OHS Model Development, Work Environment and Performance

Based on the results of the OHS model analysis, work environment and performance, it can be explained as follows:
1) The results of the analysis show that there is a significant effect of OHS and work environment on performance.
2) The results of the analysis there is a significant effect of OHS on performance.
3) The results of the analysis show that the work environment has a significant effect on performance.

IV. Discussion

OHS and work environment on the performance of employees of PT. Mahameru Nature

OHS has a significant effect on performance. OHS on the indicators; Occupational health and safety includes health financing, health services, equipment, procedures, storage of goods, work authority, negligence. This means that the better health and safety at work will lead to an increase in better performance as well as guaranteed occupational health and safety.

The work environment has a significant effect on performance. Work environment on the indicators; lighting in the workplace, temperature, humidity, air circulation, noise, color schemes, security, relations with superiors, relations among co-workers. This means that a comfortable work environment will increase performance and also cause employees to be more enthusiastic at work.

OHS on the performance of employees of PT. Mahameru Nature

OHS has a significant effect on performance. OHS which consists of; Occupational health and safety includes health financing, health services, equipment, procedures, storage of goods, work authority, negligence. This means that the better health and safety at work will lead to an increase in better performance as well as guaranteed occupational health and safety. The results of this study are supported by the research of Manda Dwipayani and Kusri Suwardi (2018); Julius Simbolon and Nuridin (2017), stated that OHS has an effect on performance.

The work environment on the performance of employees of PT. Mahameru Nature.

The work environment has a significant effect on performance. Work environment consisting of; lighting in the workplace, temperature, humidity, air circulation, noise, color schemes, security, relations with superiors, relations among co-workers. This means that a comfortable work environment will increase performance and also cause employees to be more enthusiastic at work. The results of this study are supported by the research of Manda Dwipayani and Kusri Suwardi (2018); Julius Simbolon and Nuridin (2017), state that the work environment affects performance.

Based on the discussion in this study, it was explained that the results of the OHS value and work environment = 0.000 < significance level (α) 0.05, it can be concluded that there is a significant effect of OHS and work environment on performance. The result of OHS value = 0.009 < significance level (α) 0.05, it can be concluded that there is a significant effect of OHS on performance. The result of the value of the work environment = 0.000 < significance level (α) 0.05, it can be concluded that there is a significant effect of the work environment on performance.

So the results of this study show that there is a significant effect of OHS and work environment on proven performance, besides that there are also similarities with the development of research hypotheses by Manda Dwipayani and Kusri Suwardi (2018); Julius Simbolon and Nuridin (2017), that OHS and work environment affect performance.

V. Conclusion

Descriptive Analysis Results
1) The OHS variable has an average score of 4.32, thus it can be interpreted that the OHS variable has a good average result.
2) The work environment variable has an average score of 4.31, thus it can be interpreted that the work environment variable has a good average result.
3) The performance variable has an average score of 4.34, thus it can be interpreted that the performance variable has a good average result.

Multiple Linear Regression Analysis Results
1) The results of the analysis show that there is a significant effect of OHS and work environment on performance.
   The results of the OHS value and work environment = 0.000 < significance level (α) 0.05, it can be concluded that there is a significant effect of OHS and work environment on performance.
2) The results of the analysis there is a significant effect of OHS on performance.
   The result of OHS value = 0.009 < significance level (α) 0.05, it can be concluded that there is a significant effect of OHS on performance.
3) The results of the analysis show that the work environment has a significant effect on performance.
   The result of the value of the work environment = 0.000 < significance level (α) 0.05, it can be concluded that there is a significant effect of the work environment on performance.

Suggestion
Based on the results of this study indicate that the model as a whole is acceptable and meets the requirements, the researchers' suggestions are:
1) Providing benefits for scientific contributions in theory development, theoretical contributions in the form of developing OHS models, work environment and performance.
2) Provide input to the company so that it is maintained and needs to be improved again regarding OHS, work environment and performance at PT. Alam Mahameru.
3) The findings in this study can provide theoretical implications for the implementation of further research. The development of the OHS model, work environment and performance still needs to be studied further to confirm the results of other studies.

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