
THE EFFECT OF SAFETY AND HEALTH APPLICATION ON EMPLOYEES' ACHIEVEMENT THROUGH WORK SATISFACTION AS INTERVENING VARIABLES IN AMUNITION FACTORY

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ABSTRACT

Competition in the fight for the market from all the lines of regional, national, and international continues to be done by every company on a competitive basis. To reach a company that is ready to compete, of course, will not be separated from human resources which is the determinant of success in running the vision of the mission and in achieving the target, so the corporation will give occupational safety and health facilities in employees to improve work performance. The purpose of this study is to determine the influence direct occupational safety and health to the work performance of employees and to determine the indirect effect of occupational safety and health on employee performance through job satisfaction. Population in this research is all employees of Department of Device Division of Pindad Corporation in Turen Malang and sampling technique is a sample saturated with a sample of 45 employees. Testing hypothesis research using path analysis technique with SPSS application. The result of research indicate that there is no influence directly or indirectly between work safety variable and job satisfaction to work performance. For job satisfaction variable, the value of coefficient of beta influence of job satisfaction on job performance. Then the magnitude of the direct effect of occupational health to work performance of 0.481. While indirect influence of occupational health to work performance through job satisfaction obtained beta coefficient value 0,595 with sig. 0,000. Because sig. 0.000 <0,05 hence occupational health effect to job satisfaction. But the path of job satisfaction on work performance does not affect. It can be concluded that there is no direct or indirect influence between work safety and occupational health on job performance through job satisfaction.

Keywords: Job Performance; Job Satisfaction; Occupational Safety; Occupational Health

INTRODUCTION

Competition in the fight for the market from all the lines of regional, national, and international continues to be done by every company in a competitive manner. To reach a company that is ready to compete, of course, will not be separated from human resources which is a critical success factor in carrying out mission vision and in achieving company target. Zaenal, (2008) explained that a worker who perform unsafe action (unsafe action) background why they are doing unsafe acts. Human behavior is a reflection of various psychological conditions such as knowledge, desire, interest, emotion, will, thinking, motivation, perception, attitude, reactions, and so on. If the company provides good safety facilities then the less likely the occurrence of workplace accidents. In addition to work safety, occupational health is also an important factor. Health work refers to free from physical and mental disorders that can come from the work environment.

This is supported by the theory of Luce Neni (in Jati, 2010: 18) who argues that essentially the strength that exists within a company lies with the people in the company. From the description above is clear that human resources is one of the factors that will greatly determine the fate of the company, where human resources play an important and major role in the production process because any sophisticated means of production owned by a company without the support and presence of human resources who excel and quality then the means of production will not work properly.

However, there is a phenomenon that Katsuro (2010) finds that work safety and occupational health are negatively related to employee productivity and performance (work performance). This is due to the morale of contract workers diminished due to the ignorance

of the management who did not pay attention to them as an important part for the organization and their safety in the workplace. Research conducted by Akpan (2011) precisely in

Nigeria, almost all countries of Africa and others, there is no body of organized organizers who got responsibility to conduct checking the organization to ensure compliance and safety procedures. Over the years, this has been the rearrangement behind the level of the oil accident and the work-related illness in the organization. In this study, job satisfaction as intervening variable because job satisfaction can mediate between the variables of occupational safety and health to work performance as described by Yuli (2005: 197) suggests there are some competent employee job satisfaction, namely: income or compensation, employment, supervision, career promotion (reward), working group, and internal work environment such as occupational safety and health programs and external environment such as the surrounding community. This is supported by research on job satisfaction, conducted by Dekoulou and Trivellas (2015) which revealed that job satisfaction proved to be a mediator of the relationship between job training and employee performance. Pindad is a company that became the object in this research. Pindad Limited Corporation (Co. Ltd) in Turen is an Indonesian Manufacturing Industry company engaged in Military Products and Commercial Products. Activities Division Munitions Pindad Co. Ltd. Turen covers design and development, engineering, assembling and fabrication as well as maintenance. Established in 1908 as a military equipment workshop in Surabaya under the name Artilleri Constructie Winkel (ACW), this workshop evolved into a factory and after changing the name of the manager to Artillerie Inrichtingen (AI) then moved to Bandung in 1921. The Pindad corporation changed the status to a state-owned company with the name of PT. Pindad Co. on April 29, 1983, then in 1989 this company under the Guidance of Strategic Industry Management Agency (BPIS) which later changed again its name to Strategic Development Board Co. In 2002 BPIS Co. was dissolved by the government, since then PT. Pindad achieved PT. Pindad (Persero) under the management of the Ministry of SOE up to now (<https://www.pindad.com>). The research conducted Setiawan, at all. (2014) conducted at Pindad corporation in Turen Malang revealed that occupational safety and health affects employee performance but there are deficiencies presented, such as inadequate work arrangement, the preparation and storage of dangerous goods that are still irregular, lack of lighting in parts that require precision, work space and so far. From the above exposure, the implementation of occupational safety and health at Pindad Co. Turen can also affect the performance of employees with job satisfaction as mediation becomes very important to discuss. This is meant to dig deeper about the research gap described above and the comparison with previous research, whether the implementation of safety and health can increase employee performance at company Pindad Co. Turen Malang. Research research purposes as follows: First, to test the direct effect of the implementation of work safety on the performance of employees of Department of Device Division of Pindad Co. Turen Malang. Second, to test the direct effect of the application of occupational health to the work performance of the employees of the Department Division of Pindad Co. Turen Malang. Third, to test the indirect effect of the application of work safety to employee performance through employee job satisfaction Division of Pindad Co. Malang. Fourth, to test the indirect effect of applying occupational health to employee performance through employee job satisfaction of Division of Pindad Co. Turen.

THEORY STUDY

About occupational Safety and Health, the company should have a strategy to minimize or even eliminate the incidence of accidents and occupational diseases among employees in accordance with the working conditions of the company in research conducted by Jati (2010: 45). While Mathis and Jackson (2002: 245) state that safety refers to the protection of one's physical well-being against work-related injuries. Health is a reference to general physical, mental and emotional stability. According to the American Society of Safety Engineers (ASSE) in Sugeng (2005: 25) work safety is defined as a field of activity aimed at preventing all types of accidents that are related to the work environment and work situations. While occupational health is part of the health sciences aimed at making the workforce obtain a state of perfect health well physical, mental and social enabling it to work optimally (Manullang, 2001: 89). Occupational Safety and Health Factors Occupational safety factors proposed (Moenir, 1983: 203) are: 1. Physical work environment Physically, the efforts that companies need to do to improve safety are: 1) Placement of objects or goods in such a way as to not harm or harm the people who are in the workplace or

surrounding can also be done with a sign sufficient signs, limits, and warnings.2) Protection of employees / workers who serve work tools that may cause accidents, by providing suitable and good protective equipment. Protective equipment as like gas masks, glasses / masks welding, gloves, safety helmets, shoes, anti-radiation clothing, earplugs, chest protection, bulletproof clothing etc. 3) Provision of equipment capable of being used as a means of prevention, relief and protection in the event of an accident. for example: fire suppression devices, emergency exits, throwing seats for aircraft flights emperor, help in case of an accident such as First Aid tool on Accidents (P3K), rescue boats in every big ship, oxygen taboo, ambulance etc. 2. Psychological Social Environment

While psychological workplace accident insurance can be seen in organizational rules regarding various organization guarantees on employees or workers that include: 1) Fair treatment of all employees or workers regardless of religion, tribe of citizenship, derivatives and social environment. Rules on involvement organization and or work should be treated equally to all employees without exception. Such problems are often the main cause of employee failure, including in the facilities in the job.2) Care and maintenance of insurance against employees who perform dangerous work and risks, the possibility of a very large work accident. Insurance covers the type and level of suffering that experienced in an accident. The existence of insurance obviously raises the peace of employees in the work and cause calm to be increased because of it. 3) The future of employees, especially in a state of no longer able to do work due to accidents, both physical and mentality. This form of future security can be realized such as pension allowance, and so forth. So, it is expected to be a business capital to provide for everyday life.4) Certainty of position in employment, this is one guarantee that the people in the organization are protected by the right / position by the rules. Employee factors are secured in balance with their duties.

The causes of employee health problems are (Manullang, 2001: 87): 1. The work environment is medical. In this case the medical work environment can be seen from the company's attitude in handling things, such as: cleanliness of work environment, air temperature and ventilation, garbage disposal system and industrial waste. Health facilities of labor. The company's efforts to improve the health of its workforce can be seen from: water providers, sports facilities and recreational opportunities, bathroom facilities and WC.3. Maintenance of workforce health to employees. Such as: nutritious food, labor, and labor health inspection. Purpose of Occupational Safety and Health Implementation

According to Mangkunegara (2005: 162), the objectives of occupational safety and health are as follows: 1. In order for each employee to get assurance of safety and health work both physically, socially, and psikologis.2. For every equipment and equipment to be used as well as possible selectively. For all production to be kept secure.4. In order for the guarantee of maintenance and improvement of health nutrition employees. In order to increase enthusiasm, harmonious work, and work participation.6. In order to avoid health problems caused by the environment or working conditions. In order for every employee to feel safe and protected.

The Benefits of the Occupational Safety and Health Application Schuler and Jackson (1999: 224) say, if the company can implement safety and health programs properly, then the company will be able to benefit as follows: Increase productivity due to decreasing number of working days lost. 2. Increased efficiency and quality of workers more commitment. 3. Reduced health and insurance costs. 4. Lower levels of worker compensation and direct payments due to reduced claims submission. 5. Greater flexibility and adaptability as a result of participation and sense of ownership. 6. Better labor selection ratio as it improves the company's image. Companies can increase profits substantially. Understanding Job Satisfaction According to As'ad (2004: 105) job satisfaction is also closely related to the work attitude of employees to their own work, work situation, cooperation between leaders with fellow employees. Job satisfaction also relates to how far his overall job satisfies his needs. Handoko (2003: 193) describes job satisfaction is an emotional state of fun and unpleasant to them. According to Hasibuan (1995: 222) defines "Job satisfaction as a pleasant emotional attitude and love his work, this attitude is reflected by morale work, discipline and work performance. Job satisfaction is enjoyed in work, out of work and in and out of work combination".

According to Munandar (2006: 350) job satisfaction is seen as a result of overall degree of likes or dislikes from an employee to various aspects of his work, eg physical conditions work environment, leadership. Theories of Job Satisfaction Theory of job satisfaction according to

As'ad (2004: 106) mentioned that: 1) Discrepancy Theory. This theory was first pioneered by Porter. Porter measures a person's job satisfaction by working out the difference between what should be and the perceived reality. The person who will be satisfied if there is no difference between desirable with his perception of reality because the desired minimum threshold has been fulfilled. If the obtained is larger than the desired then people will become more satisfied again, and also vice versa that if the perceived reality is under minimum standards, so that becomes negative, the greater the dissatisfaction of a person to the job. 2) Theory of Justice (Equity Theory) This theory was developed by Adam in 1963. The principle of this theory is that one will be satisfied depending on whether he feels the existence of justice or unjust over a situation by comparing himself with others. 3) The Two Factor Theory Theory this was put forward by Herzberg in 1996. The principle of this theory are two different things. This means that job satisfaction and work dissatisfaction with this worker is a prolonged variable.

Job Satisfaction Indicator Indicator of job satisfaction according to As'ad (2004: 117), namely: 1. Financial Satisfaction, is a factor related to the guarantee and welfare of the employees which includes the system and the amount of salary, social security, various benefits, facilities provided and promotion. 2. Physical Satisfaction, an indicator related to the physical condition of employees or employees. This includes the type of work, working and resting arrangements, work equipment, temperature or room conditions, air exchange lighting, health conditions and employee age. 3. Social Satisfaction is an indicator that is related to social interaction between fellow employees with employers and between employees of different types of work, and with the environment around factory relationship between employees in an agency is one important aspect to meet their needs that are non-material and spiritual). If this spiritual need is fulfilled it will encourage and motivate employees to work more optimally. 4. Psychological satisfaction, an indicator related to the psychiatric employee. This includes the interests, tranquility in work, attitudes toward work, talents and skills Job Satisfaction Factors

According to Robbins (1996: 181) there are factors that can affect job satisfaction, namely: 1. Work that is mentally challenging, employees tend to like jobs that give them the opportunity to use their skills and abilities and offer tasks, freedom and feedback on how well they work. Appropriate rewards, the employees want their wage system and promotional policy preparation as fair, not twin meaning, and in line with their achievements. When wages are seen as fair based on job demands, individual skill levels, and community wage standards, are most likely to result in satisfaction. 3. Working conditions that support, employees care about the work environment for both personal security and to facilitate the task. Employees prefer the physical surroundings that are harmless or inconvenient. With the implementation of safety and health, such as the availability of adequate light, temperature, noise, and other environmental factors that should not ekstrem. 4. Co-workers who support, people earn more than just money or tangible achievement of the work. For most employees, work also fills the need for social interaction. It is, therefore, not surprising to have friendly and supportive colleagues lead to increased job satisfaction. The behavior of superiors is now also a determinant the main of job satisfaction. 5. The conformity of personality to work, in essence a person whose personality type is congruent (with the work they choose) should find that they have the right talents and abilities to meet the demands of their work.

Understanding Work Performance According to Mc. Cormick and Triffin (1974) in Sutrisno (2011: 152) suggest that work performance is the result of a combination of individual variables and physical and occupational variables as well as organizational and social variables. Job achievement can be interpreted as the importance of a work required skill level, progress and the level of completion of a job. Vroom 1964 (in Wijono, 2010: 60) also explains that work performance is a combination of combined results between skill and motivation where skill is an individual effort to carry out a work and is a stable feature. Cooper (in Joseph, 2015 : 203) disclose work achievement is "A general term applied to the organization of an organization or organization, the like ". That is, work performance is the level of execution of tasks that can be achieved by a person, unit, or division by using existing capabilities and limitations that have been established to achieve organizational goals one's work can be said high if a target work is completed on time the right or not exceed the limit provided. The performance of one's work can also be said to be low if it is settled beyond the prescribed time limit or completely unresolved. From some understanding above can be concluded that job performance is the work of someone who achieved in carrying out duties and obligations.

Factors Affecting Job Performance There are factors that affect the "Factor Ability and Motivation Factor" (Mangkunegara,2005: 67), namely: 1. Ability Factor. Psychologically, the ability of employees consists of the potential ability of Intelligence Quotient (IQ) and the ability of reality, knowledge and skill. This means that employees who have an IQ above average (IQ 110-120) with sufficient personality for his position and skilled in doing the daily work, then he will more achieve the expected performance. Types of labor abilities include: a. Intelligence. e. Take a decision.b. Analyze. f. Organization and leadership. c. Initiative. g. Knowledge of work. Wise. h. Communication.2. Motivation Factor. Motivation shaped from the attitude (attitude) of an employee in the face of work situations. Motivation is a condition of self-directed employee movement to achieve organizational goals (goals of work). The motivation given increases so it can also lead to an increase in employee job satisfaction. Types of attitudes or behavior include: a. Diligent. f. Have the spirit of working together.b. Rational. g. Defend the interests of the company. C. To be responsible. h. Want to go forward or achievement. Loyal. i. Can stand alone. Honest or trustworthy. j. Optimists.

According to Byar and Rue in Sutrisno (2012) said that "there are two factors that affect work performance, that is individual factors and environmental factors". Individual factors include, namely: a. Effort. which shows a number of physical and mentality synergy used in organizing task movements. b. Abilities. the personal qualities required to perform a task. c. Role task perception any behavior and activities that are felt necessary by individuals to complete a job. Here are the factors of work environment such as corporate environment that apply safety and health and can affect employee performance, namely: Physical condition; Supervision; Equipment; Organizational Design; Time; Training; Material; Luck. Education. Job Performance Assessment According to Sirait (2006: 128) performance appraisal is defined as a procedure that includes: 1. Establish working standards; 2. Assess the performance of employees significantly compared to the standard work that has been established; 3. Provide feedback to employees with the aim to motivate employees to leave poor performance and maintain, even improve the performance of work that is good. High performance appraisal will be given to employees who have good discipline and dedication, take positive initiative, healthy physical and spiritual, eager to work and develop themselves in the execution of tasks, clever mingle, and so forth. Similarly, low employment assessment is given to employees (Yusuf, 2015).

Benefits of Work Performance Appraisal According to Handoko (in Joseph, 2015: 213) there are ten benefits to be gained from the performance appraisal, which are as follows: 1. Improvement of work performance. Work implementation feedback enables employees, managers, and personnel departments to improve activities for improvement of work performance.2. Adjustment of compensation. Job evaluation helps to make decisions in determining wage, bonus and other compensation increases.3. Placement decision. Promotion, transfer and demotion are usually based on past work performance or anticipation. Promotion is a form of appreciation for work performance. 4. Needs training and development. Poor work performance indicates the need for exercise. Similarly, good achievement may reflect the potential to be further developed. 5. Career planning and development. Work performance feedback can lead to career decisions that are about a particular career path that must be investigated.6. Storage process staffing. Good or bad work performance reflects the decision of the strengths or weaknesses of staffing procedures of the personnel department.7. Inaccuracy of information. Poor work performance indicates an error in the components of the personnel management information system. Relying on inaccurate information may result in improper personnel decisions.8. Job design distraction. Poor work performance may be a sign of tiredness in job design. Performance appraisal can help diagnose the mistakes. Fair job opportunity. Performance appraisal will accurately ensure that internal placement decisions can be taken without discrimination.10. External challenges. Sometimes work performance is influenced by factors outside the work environment, such as family, health, financial condition or personal problems. With performance appraisal, the personnel department can offer assistance to all employees who need or are expected to require.

Job Performance Indicator According to Nasution (2000: 99) states that the measures to be considered in job performance include: 1. Work quality. Criteria assessment is the accuracy of work, job skills, work accuracy, and tidiness work. Quantity of Work. Criteria assessment is the speed of work. 3. Work Discipline. The criterion of the assessment is to follow the instructions of the employer, to comply with company regulations and the observance of attendance. Initiative.

Criteria assessment is always active or the spirit to complete the job without waiting for orders boss means not passive or work on the encouragement of superiors. Cooperation. Criteria assessment is the ability to mingle and adjust and the ability to provide assistance to other employees within the limits of authority.

METHODS

In this study, the type of research conducted by researchers in the form of quantitative research. Quantitative method can be interpreted as a research method based on philosophy positivism, researching on a specific population or sample, data collection using research instruments, quantitative / statistical data analysis, with the aim to test the hypothesis that has been applied (Sugiyono, 2015: 8). While the research approach used is explanative quantitative research. Supriyanto & Maharani (2013) The nature of this study can be categorized in exploratory research or explanatory research where exploratory research aims to develop and test between hypothesized variables. In this study the researchers took the location at PT. Pindad (Persero) located on Jl. Panglima Sudirman No.1 Turen, Malang by using saturated sample technique as many as 45 employees. Data analysis technique used is path analysis (Path Analysis). This location is taken because in accordance with research implementation of occupational safety and health which is where Pindad Co. Ltd. Turen Malang is indirectly related to employee job satisfaction because of the work facility based on safety and health work so that employees of Pindad Co. Ltd Turen Malang has high work performance and quality. As for the path analysis model in this study looks as follows: H1 H4 H4 H2 Model picture Analysis Description: X1 = Work Safety X2 = Health Work Y = Working Performance Z = Job Satisfaction Definition Operational Variable1. Independent Variables Independent variables are independent or explanatory variables that affect or cause changes in the dependent variable.

The independent variable in this research is Work Safety (X1) with the following indicators (Moenir, 1983: 203): *First*, Physical work environment. Second, Psychological social environment. The second independent variable is occupational health (X2) where with the opinion of Manullang (2001: 87) there are indicators as follows: 1. Working environment medically. 2. Working health facilities 3. Maintenance of labor health. *Second*, Intervening Variables Intervening variables are variables that mediate from the relationship of explanatory variables to the affected variables (Supriyanto & Maharani, 2013). Intervention variable in this research is job satisfaction (Y1), indicator according to As'ad (2004) as follows: 1. Financial satisfaction 2. Physical satisfaction 3. Social satisfaction 4. Psychological satisfaction. There are. Dependent Variables The dependent variable is the variable covered in the hypothesis that is influenced by other variables. According to Nasution (2000) states the size that needs to be considered in the performance of work (Y2) are: 1) Quality work, 2) Quantity of work, 3) Work discipline, 4) Initiative, and 5) Cooperation.

RESULTS AND DISCUSSION

In this research will be conducted two test models. The first model is to see the direct effect of occupational safety and health on work performance, a second model to see the indirect effect of occupational safety and health on job performance through job satisfaction. The explanation of the test model will be explained as follows: Model 1: The direct influence of occupational safety and health on job satisfaction The similarity of paths that is formed are: $Z = 0,229 X1 + 0,595 X2$ The value of standardized coefficient beta shows the contribution of safety variable to job satisfaction is 0,229 with significance value $0,125 > 0,05$, then work safety variable have no effect to job satisfaction variable. The value of standardized coefficient beta shows the contribution of working health variable to job satisfaction is 0,595 with 0.000 significance, hence work health variable influence to work performance. Model 2: Indirect influence of work safety and health on job performance through job satisfaction. The same line that is formed are: $Y = 0,072 X1 + 0,481 X2 + 0,089 Z$ The value of standardized coefficients beta shows the amount of contribution of safety variable to work performance is 0.072 with significance value $0,712 > 0,05$, then safety variable does not affect to work performance variable. Standardized coefficients beta value indicates contribution variable of work health to work performance is 0,481 with significance 0,036

$<0,05$, hence job health variable influence to work performance. Standardized coefficients beta value shows the amount of job satisfaction contribution to work performance is $0,0890,657 > 0,05$, hence job satisfaction variable does not have an effect on job performance variable. Direct Impact of Occupational Safety on Work Achievement Based on result of path analysis test, indicate that safety variable has an insignificant effect on work performance variables, it is based on the result of t count test of 0.372 with a significance of 0.712 . Karena thitung $0.372 < t$ table 2.017 or significance of $0.712 > 0.05$, while the value of beta coefficient shows equal to 0.072 , which of the calculation shows the implementation of safety in the form of items of questions from work environment indicators physically and work environment psychologically does not give effect to the achievement of work on employees Department of Device Division of Munitions Pindad Co. Ltd. Turen Malang.

Research Result shows the application of safety and health work in the form of work environment physically and the work environment psychologically by Pindad Co. Ltd. Turen Malang to employees of Department of Devison Division of PT. Pindad (Persero) Turen Malang cannot lead to employee performance. It can be seen from the respondent's answer on the question item of labor insurance (X1.4) with the respondent's answer with the smallest average value is 3.78% with the respondent answer 10 respondents (22.2%) answered strongly agree, 20 respondents (44.4%) answered agree, 10 respondents (22.2%) answered neutral and 5 respondents (11.1%) answered disagree, from the results can be seen that the existing labor insurance is still not good. Likewise with the item of question of work accident allowance (X1.5) with the respondent's answer with the average score of 3.84% with the respondent answer 14 respondents (31.1%) answered strongly agree, 17 respondents (37.8%) answered agreed, 7 respondents (15.6%) answered neutral and 7 respondents (15.6%) answered disagree, from the result can be seen that work accident allowance given by Pindad Co.Ltd. is still not said good. This is contrary to the theo developed by Byar and Rue in Sutrisno (2012: 151) which states that "there are two factors that affect work performance, that is individual factors and environmental factors". As for the working environment factors in companies that implement safety and health such as, the physical condition of the employees, the existing equipment, the materials used, the time taken, employee education, supervisors, organizational design, training and luck on employees. This research also contradicts the theory developed by Maier in As'ad (2004: 61) which states that the criteria of job performance measures are quality, quantity, time spent, occupied position, absenteeism, and safety in carrying out the work, which dimension is important is to be between one job with another job.

In addition, this study also contradicts the research conducted by Chaerul (2013) neighbor "The Influence of Implementation of Occupational Safety and Health Management System to Employee Performance at PT. Semen Tonasa Pangkep ", the results showed that the variables of safety work significant effect on employee performance at PT. Semen Tonasa Pangkep. But results of this study, supports from research conducted by Katsuro, et al (2010) with the theme "Impact of Occupational Health and Safety On Worker Productivity: A Case of Zimbabwe Food Industry" which states that work safety is negatively related to productivity work and job performance. Direct Impact of Occupational Health on Work Achievement Based on the results of path analysis testing, indicating that work health variables have a significant effect on job performance variables obtained t count of 2.163 with a significance of 0.036 . Because t. table ($2.163 > 2.017$) or significance t < 0.05 ($0.036 < 0.05$) while the beta coefficient value of 0.481 , which from the calculation indicates safety in the form of question items from the medical workplace indicators medically, labor and health care workforce give influence to the performance of employees at Department of Device Division of Pindad Co. Ltd.

Research result indicates occupational health in the form of work environment medically, health facilities labor, and maintenance of labor health by Pindad Co. Ltd Turen Malang to employees of Department of Devison Division of PT. Pindad Co. Ltd Turen Malang can lead to employee performance. With the existence of health facilities such as the cleanliness of the working environment, the temperature / air / labor ventilation, the provision of clean water, sports and recreation facilities, the provision of nutritious food and health care workers, employees of Department of Device Division of Pindad Co. Ltd. can improve work performance. This can be seen from the employee's performance with the result of production which is in accordance with the target number given and the answer. This research supports the theory developed by Maier in As'ad (2004: 63) which states that the criteria of job performance measure is quality, quantity,

time spent, occupation, absenteeism, and safety in performing the work, which dimension is important to be between one job and another. This study also supports the theory developed by Manullang (2001: 89) who argues that occupational health is part of the health sciences that aims to make the workforce a perfect health condition both physically, mentally and socially so as to enable it to work optimally.

In addition, the findings in this study support the research conducted by Paramita and Wijayanto on "The Effect of Occupational Safety and Health on Employee Performance at PT. PLN (Persero) APJ Semarang" which states that there is a significant influence between occupational health to work performance mediated by work motivation. Indirect Work Safety Impact on Job Performance Through Job Satisfaction This research tested some variables that become an impetus to cause increased employee performance, including the implementation of safety cooperation and the emergence of a sense of workers satisfaction. The discussion about the indirect effect of occupational safety on work performance can be seen from the direct effect of occupational safety to employee job satisfaction with the tcount value of 1.566 < t table 2.017 is not significant meaning work safety to job satisfaction has no significant effect. And the influence of job satisfaction on work performance can be seen from the value of t count of 0.448 < t table 2.017 is not significant meaning there is no influence between the two variables. Because of all the variables have no effect so this proves that there is no indirect influence through job satisfaction between work safety against work achievement. This shows safety in the form of work environment physically and the work environment psychologically provided by Pindad Co. Ltd. has no effect on the work performance of employees of Department of Device Division of Pindad Co. Ltd. because there is no sense of job satisfaction perceived by employees. Lack of work facilities provided by Pindad Co. Ltd. such as the provision of labor insurance, work and work conditions allowance employee accident resulted in employees feel not "satisfied" with the facilities provided to lead to lack of work performance at employees Department of Division of Pindad Co. Ltd.

The results of this study contradict the theory that job satisfaction is seen as "the overall result of the degree of likes or dislikes of an employee to various aspects of his work, such as physical conditions, work environment and leadership" (Munandar, 2006: 350). Job satisfaction as a pleasant emotional attitude and love his work, this attitude is reflected by morale of work, discipline, and work performance (Hasibuan, 2001: 202). The results of this study are also not in line with the results of research conducted by Wibowo and Utomo with the theme "The Effect of Occupational Safety and Health on Work Achievement With Job Favors as Intervening Variables as Case Study on Employees Production Effervescent Powder Unit of Sido Muncul Semarang Company which states that the safety variable indirectly significant effect on job performance employees through job workers satisfaction as intervening variable.

Indirect Working Health Influence on Work Achievement Through Job Satisfaction Discussion about indirect influence of occupational health on employee performance can be seen from the direct influence of occupational health to work performance with the value of t count 2,163 > t table 2.017, to achievement of work have a significant effect. While the effect of occupational health on job performance through job satisfaction is not significant. This is because the effect of occupational health to job satisfaction get the value of tcount 4.071 > table 2.017 signifikan. Dan job satisfaction on job performance obtained tcount 0.448 < ttabel 2.017 is not significant. Because one the path is not significant hence the indirect effect of occupational health on job performance through job satisfaction is not accepted. This shows health work in the form of work environment medically, health facilities labor, and health maintenance labor given by Pindad Co. Ltd. Turen Malang has no effect on the work performance of employees of Department of Device Division of Pindad Co. Ltd Turen Malang because there is no sense of job satisfaction felt by employees. The results of this study contradict the theory put forward by Husni (2007: 154) occupational health refers to the physical condition, mental and emotional stability in general with the aim of individual welfare thoroughly. Not suitable with the theory developed by Mc. Cormick and Triffin (1974) in Sutrisno (2011: 152) which states that work performance is the result of a combination of individual variables of physical and occupational an variables as well as organizational and social variables. So also the results of this study contradict the results of research conducted by Wibowo and Utomo with the theme "The Effect of Occupational Safety and Health on Work Achievement With Job Satisfaction as Intervening Variable (Case Study on Employees of Production of Effervescent Powder Unit of Sido Muncul Semarang Tbk.) which

states that work health variables indirectly significantly influence employee performance through satisfaction employee work as an intervening variable.

CONCLUSION

Conclusion Based on the results of research and discussion can be drawn conclusions in accordance with the formulation of the problem as follows: *First*, Occupational safety does not directly affect employee work performance Department of Device Division Munisi Pindad Co. Ltd. Turen Malang. This is because employment insurance, work accident allowance of existing working atmosphere, layout of work equipment, machine protection and provision of equipment as a means of preventing relief and protection becomes dominant to improve work performance. Well-implemented work safety will improve employee performance. *Second*, Occupational health directly affects the work performance of employees of Department of Device Division of Pindad Co. Ltd. Turen Malang. This is because the existing occupational health in accordance with company standards, cleanliness of the existing work environment, temperature / air / ventilation in a good workplace, the provision of clean water available and employees get nutritious food. Thus, it can be said that the application of occupational health provided to employees in accordance with the work standards of Pindad Co. Ltd. Turen Malang, so the application of occupational health directly affects the work performance. *Third*, The absence of influence indirectly through job satisfaction between work safety to employee performance Dep. Tools Division of Pindad Co.Ltd Turen Malang. That is, the implementation of employee safety and health does not show job performance after employees feel job satisfaction. This is because the average employee who worked at the Ministry. Tools Division of PT. Pindad (Persero) Turen-Malang does not feel job satisfaction. It can be seen that the majority of employees still feel the lack of work facilities provided such as the provision of labor insurance, work accident allowance and working equipment conditions so that the sense of job satisfaction reduced employees. *Forth*. The absence of indirect influence through job satisfaction between occupational health to work performance of employees of Department of Device Division of Pindad Co. Ltd. Turen Malang. But beyond that there is a direct effect of occupational health on employee performance. This is because the application of occupational health in the form of medical work environment, health facilities provided work support employee performance.

Suggestion from results of research conducted at the Department of Division of Pindad Co. Ltd. in Turen Malang, then presented various suggestions that can be taken into consideration in decision making or policy related to the implementation of safety and health work so that will impact on employee job satisfaction and the emergence of desire to excel at employees Department of Division Division Pindad Co. Turen Malang. The suggestions are as follows: *First*, for Pindad Co.Turen Malang, it is necessary to pay attention to the facilities provided to improve the performance of employees such as employment insurance, work accident allowance, air temperature and workplace ventilation facilitated by employees so that employees can feel "satisfied" and comfort from the facilities provided by the company and will also impact on the increase of employee performance. *Second*, for the next researcher, to develop the result of this research, the researcher hopes that there will be improvement from other research with addition of analysis beside safety and health which become another factor of job satisfaction and impact on the improvement of employee performance.

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