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Contribution to the Implementation of Occupational Health and Safety (OHS), and Competence on the Performance of Employees of Vocational High School Graduates in AHASS Workshops

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ABSTRACT
This study aims to find out 1) Contribution of the implementation of Occupational Health and Safety (OHS) 2) Competencies possessed by graduates 3) Contribution of the implementation of Occupational Health and Safety (OHS) and Competence on the performance of SMK graduates in the AHASS workshop. This research method is ex-post facto which is quantitative. The results of this study are: 1) The contribution of OHS implementation has a positive value of 30.22% on the performance of employees in the AHASS workshop. This means that the higher the OHS results, the higher the employee performance level. 2) Employee competence has a positive contribution of 17.8% to employee performance. This means that the higher the competence, the higher the level of employee performance. 3). Contribution to the implementation of OHS and competence simultaneously contributes 63.4% to the performance of SMK alumni employees in the Gorontalo AHASS workshop.

Keywords: *OHS, Kompeensi, Kinerja Kariyawan, Bengkel AHASS.*

1. INTRODUCTION

The International Labor Organization encourages all parties to collaborate by carrying out various activities to increase awareness of Occupational Health and Safety (OHS) culture and efforts to build a sense of ownership and shared commitment, this is due to the high number of work accident cases, BPJS Employment data recorded from January to September 2021 reached 82 thousand cases of work accidents [1]. Work accidents are caused by two factors, namely unsafe behavior and unsafe environmental conditions [2]. The existence of an OHS law issued by the government should be able to trigger companies to implement OHS programs properly in their companies. However, in reality there are also companies that do not implement the OHS program properly. This is because the company thinks that implementing OHS will increase the company's losses, because the investment invested cannot develop properly. The real condition that is happening in the field today is that there are still many companies that have not implemented the OHS program. This can be seen based on the news on the Gorontalo government's official website, it is said that Gorontalo contributed 0.14% with 388 work accidents [3]. Based on research conducted [4], 2018 explains that the implementation of OHS management in Jakarta is classified as poor, the occurrence of work accidents on a project can affect overall project performance both in terms of physical, material, cost and also time [5] Based on research conducted [2] explains that companies in Jambi still do not implement OHS at work so that when they work they experience work accidents such as bumping, slipping and being injured which are caused by a lack of caution at work. This causes the number of work accidents that occur in Indonesia in general is still quite high. Efforts that can be made within an organization or company are conducting training and socialization regarding OHS. According to research conducted [5] The impact of the work on the company will be better if socialization regarding OHS culture is carried out. According to [6] Occupational health must reach the highest repair and maintenance in the physical, social fields as workers in any work, prevention for every worker for declining health due to working conditions, protection for workers to reduce

factors that can harm their health, placement and treatment of workers in the work environment in accordance with the physical and psychological capabilities of workers and summarizes the adaptation of each worker to their respective jobs.

OHS implementation that is carried out properly can affect employee performance. Apart from the implementation of OHS and the work environment, one factor that influences employee performance is competence. Competence is performance achievement in certain fields of work that require knowledge, skills, attitudes and values. Republic of Indonesia Government Regulation No. 17 of 2010 on processing and organizing education Article 76 states that a Vocational High School (SMK) is an educational institution that aims to prepare competent, ready-to-work graduates. Graduates from Vocational High Schools are expected to become workers who have the knowledge, skills and work attitudes in accordance with the needs of the workforce.

Workers who have skills and expertise in their fields contribute to the implementation of national development. This explains that SMK also plays a role in realizing national development by preparing a workforce with certain skills and expertise. To face high competition, SMK graduates must be able to compete with other graduates and institutions.

One industry that is currently growing rapidly and absorbing many vocational graduates is the automotive industry, especially the motorcycle industry. The demand for motorbikes in Indonesia is still growing despite being pounded by cheap and environmentally friendly cars (low cost green car/LCGC).

Honda is a motorcycle company that prioritizes quality in each of its products, including in service to motorcycle after-sales customers. Honda provides AHASS workshops that are scattered throughout the country. The Maintenance Network (H2) is part of PT Astra Honda Motor, one of whose duties is to provide after-sales service. Some of the things that are done include: being the best in providing service to customers (Customer Satisfaction Index No. 1), namely by providing the best repairs and service at official Honda workshops, to achieve the above goals, AHASS always improves the performance of its employees.

The most important thing in determining good performance is having quality human resources in order to realize the goals of the company. Performance refers to the results of work or achievement of a person in carrying out their duties and responsibilities. Performance evaluation is carried out based on competencies and criteria that have been set for certain positions or jobs. Based on research that has been conducted [7-15] shows that social performance factors include: quality of support, security, trust in the team and organization, and a sense of enthusiasm.

Based on the description above, the researchers will conduct research that aims to: (1) analyze the contribution of OHS to the performance of SMK graduates who work in the AHASS workshop in Gorontalo city, (2) analyze the contribution of perceptions of the work environment on the performance of SMK graduates who work in the Gorontalo city AHASS workshop, (3) analyzing the contribution of OHS, perceptions of the work environment, and competence simultaneously on the performance of SMK graduates in the AHASS workshop in Gorontalo city. Researchers conducted research with the title "Contribution to the Implementation of Occupational Health and Safety(OHS), and Competence on the Performance of Vocational High School Graduates in AHASS Workshops."

2. METHOD

Based on the problem formulation and research objectives, the research design used in the ex-post facto cross-sectional study is quantitative in nature. This research is descriptive in nature, namely describing OHS, competence and performance of vocational graduates at the AHASS workshop in Gorontalo City. This research was conducted to determine the effect of the OHS implementation contribution variable (X1), employee competency (X2), on the dependent variable employee performance (Y). Systematically, the research design can be described as follows.

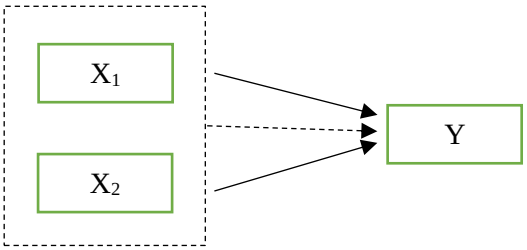

Figure 1. Research Design of the Influence of the Independent Variables X1, X2 on the Dependent Variable Y

Information:
X1 : OHS Implementation Contribution
X2 : Employee Competency
Y : Employee performance
⟶ : The relationship between variables X1, X2 simultaneously to Y

→ : The relationship between variables X1, X2, partially to Y

Table 1. List of AHASS Workshops in Gorontalo

Nama Bengkel	Alamat	Jumlah Karyawan
AHASS Anugerah Utama	Jl. Ahmad Yani No. 41, Heledulaa Selatan, Kota Timur, Kota Gorontalo	10
AHASS Putra Sulawesi Sedjati Perkasa	JL. Panjaitan, No. 188, Kota Gorontalo, Gorontalo	9
AHASS Daya Anugerah Mandiri	Jl. Prof. Dr. H.B. Jassin, Liluwo, Kec. Kota Tengah, Kota Gorontalo	12
AHASS Nusantara Surya Sakti	Mongolato, Telaga, Gorontalo Regency, Gorontalo	13
AHASS PT Tunas Dwipa Matra	Dsn I Sentral Desa Ismu Raya Kec. Limboto Gorontalo,	10
AHASS Bengkel ASRIREJO	Jln. Bali III Pulubala, Kota Tengah, Gorontalo Regency, Gorontalo	12
AHASS Sinar Krida	Jln. Jendral Soedirman No. 239 Kota Gorontalo, Gorntalo	12
AHASS Amarta Multi	Jln. H.B Jasin No.420 Kota Gorontalo,	10

Research Sample

The research sampling technique that will be used is Proportional Random Sampling.

n = N/(nd^2+1)

Information

n = Number of sample members

N = Total population

d2 = fault tolerance limit

the specified error tolerance limit is 5%, then:

By using the Slovin formula, a total sample of 118 employees can be obtained. Meanwhile, to facilitate the distribution of the questionnaire, the number of each sample was determined by school using the proportional allocation formula, namely:

ni = Ni.n/N

Information:

ni : number of workshop samples

n : the total number of samples

Ni : number of workshop population

N : total population

3. RESULTS AND DISCUSSION

The data in this study were analyzed using descriptive and inferential statistics. The description of the data in this study is grouped into four sections, namely: (1) Contribution to the Implementation of OHS; (2) competency data:

1. Contribution to the Implementation of Occupational Health and Safety (OHS)

OHS application data was obtained from questionnaire data consisting of 15 question items with a total of 118 mechanics as respondents. Based on the results of the analysis using the SPSS 25 for Windows program, the OHS variable has the highest value = 57, the lowest value = 34, the average value (mean) = 47.84, median (Me) = 47.75, mode (Mo) = 48, and standard deviation (SD) = 4.145.

Furthermore, giving the variable category the Contribution to the Implementation of OHS by first determining the interval value. Specifies the length of the interval class:

Minimum = 15

Maximum = 60

Number of Classes = 4

Interval $= \frac{Max-Min.}{\text{Number of Classes}} = 11{,}25$

The overall frequency distribution of respondents' responses to the Contribution to Implementation of OHS is presented in Table 2 below:

Table 2. Contribution of OHS Implementation

No.	intervals	Category	Frequency	Percentage (%)
1.	48,78 – 60	Very good	48	40,68%
2.	32,52 – 48,77	Good	66	55,93%
3.	26,26 – 37,51	Enough	4	3,39%
4.	15 – 26,25	Not good	0	0 %
			118	100 %

Based on the results of the analysis shown in Table 2., it is known that the application of OHS from 118 respondents is as follows: (1) very good category of 48 people or 40.68%; (2) good category of 66 people or around 55.93%; (3) sufficient category of 4 people or around 3.39%; and (4) less category does not exist. By looking at the tendency of the scores obtained, it can be said that the contribution of the implementation of mechanical OHS at work is included in the good category.

Table 2 shows a description of each indicator, to find out which indicators have the highest average and which have the lowest average.

Table 3: Descriptive Statistics of OHS Implementation Contribution Indicators

		Ind_1	Ind_2	Ind_3
N	Valid	118	118	118
	Missing	0	0	0
Mean		3,10	2,85	3,61
Median		3,20	2,80	3,60
Mode		3	3	4
Minimum		2,00	1,00	2,00
Maximum		4,00	4,00	4,00

The results of the description of all indicators show that the application of mechanical OHS obtains the highest average score on the OHS facility utilization indicator (Ind_3), which is 3.61. While the indicator for the use of self-protection equipment (Ind_2) obtained the lowest average value of 2.85.

The results of the description of all indicators show that the contribution to the implementation of mechanical OHS obtains the highest average value on the OHS facility utilization indicator (Ind_3), which is 3.61. While the indicator for the use of self-protection equipment (Ind_2) obtained the lowest average value of 2.85.

OHS Implementation Contribution is an important factor in the implementation of company activities. Every employee will work optimally if there is a guarantee for the safety and health of employees. Based

on the results of the descriptive analysis, it can be seen that the average score of the implementation of the Contribution to the Implementation of OHS for AHASS workshop mechanics in Gorontalo is 47.84. The minimum score obtained by the mechanic is 34 and the maximum value is 57. Meanwhile, the OHS's median value is 47.75. Data obtained from 118 respondents, showed that the majority, namely as many as 66 people or around 55.93% had good OHS implementation, as many as 48 people or 40.68% had very good OHS and as many as 4 people or around 3.39% enough category. Thus, it can be said that OHS in this study is included in the good category.

2. Competence

Data on competency test results were obtained using documentation techniques, namely in the form of secondary data obtained from the results of the assessment of vocational competency tests and the results of mechanic internships while at school, then the average value was taken from the results of both. Based on the results of the descriptive analysis analyzed using the SPSS 25 for Windows program, the competency variable has the highest value = 95, the lowest value = 80, the average value (mean) = 86.55, the median (Me) = 85.57, the mode (Mo) = 85, and standard deviation (SD) = 2.839. Furthermore, giving categories to competency variables first determines the interval value on the variable. Specifies the length of the interval class:

Minimum = 0
Maximum = 100
Number of Classes = 4
Interval $= \frac{Max-Min}{\text{Number of Classes}} = 25$

The frequency distribution of respondents' responses to mechanical competence in the AHASS workshop as a whole is presented in Table 4 below:

Table 4. Frequency Distribution of Competency Variables

No.	Interval	Kategori	Frekuensi	Presentase (%)
1.	75 - 100	Very good	118	100%
2.	51 - 75	Good	0	0 %
3.	26 - 50	Enough	0	0 %
4.	0 - 25	Not good	0	0 %
			118	100 %

Based on the results of the analysis shown in Table 4, it is known that the competency level of the 118 respondents is in the very good category.

Based on the results of the analysis with multiple linear regression on the variable Contribution to the Implementation of OHS, perceptions of the work environment and competency on employee performance obtained constant values (a) = -67,112, b1 = 1,350, b2 = 0.244, and b3 = 0.550 So the regression line equation can be expressed as the following equation:

Y = -67.112 + 1.350X1+ 0.244X2+0.550X3

This equation means: The contribution of OHS implementation to employee performance (variable X1), competency (variable X2) to employee performance (variable Y) is equal to 0, then mechanical performance ranges from -67.112. This explains that for every increase in OHS (one unit), it is predicted that the level of employee performance will increase by 1,350 units. Furthermore, for each increase in perception of the work environment (one unit), it is predicted that the employee's performance level will increase by 0.244 units, and for each competency increase (one unit), it is predicted that the employee's performance level will increase by 0.550 units. The three variables namely: the application of OHS, perceptions of the work environment and competence have Sig. <0.05 so that it can be stated that the regression results are significant. The conclusion is that the variables Contribution to the Implementation of OHS (X1¬), and competency (X2) simultaneously have a positive contribution to the performance of mechanical work in the AHASS Gorontalo workshop (Y).

4. CONCLUSIONS

Based on the research that has been done it can be concluded that:

1. The contribution of OHS implementation has a positive value of 30.22% on the performance of employees in the AHASS workshop. This means that the higher the OHS results, the higher the employee performance level.
2. Employee competence has a positive contribution of 17.8% to employee performance. This means that the higher the competence, the higher the level of employee performance.
3. The contribution of the implementation of OHS and competence simultaneously contributes 63.4% to the performance of SMK alumni employees in the Gorontalo AHASS workshop.

AUTHORS' CONTRIBUTIONS

The author's contributions to this paper include:

1. Sugeng Pramudibyo as the main author who compiled this paper.
2. Esta Larosa, Idham Halid Lahay, Sri Ayu Ashari, Sunardi helped find references related to this paper.

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