THE INFLUENCE OF WORK DISCIPLINE AND OCCUPATIONAL HEALTH SAFETY (K3) ON EMPLOYEE PERFORMANCE AT PT XYZ PEKANBARU

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Abstract

The quality of human resources is the main asset in company development, where work discipline and occupational health and safety (K3) are important factors that influence employee performance. This research aims to analyze the influence of work discipline and K3 on employee performance at PT XYZ Pekanbaru. The research method uses a quantitative approach with a questionnaire survey of 89 employees selected using probability sampling techniques. The results of the regression analysis show that work discipline and K3 have a significant influence on employee performance both partially and simultaneously, with a contribution of 73.3% to employee performance.

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

1. INTRODUCTION

At the development stage, the quality of human resources as a workforce is the main asset. A competent workforce will produce maximum work in accordance with company goals. Businesses can gain huge profits by having skilled, competent and creative employees to achieve their goals. Human resources are very important for the success of a company because people are the most valuable asset. Employee management must be organized, methodical, and effective. For example, discipline, systematicity and employee performance must be a top priority for human resource managers.

The application of work discipline and occupational health and safety (K3) is an important part of the company's human resources (HR) department to achieve optimal employee performance. The relationship between employee performance and desired results shows that good efforts will result in optimal performance, improved results, and increased work motivation. The term "performance" refers to employee activities as measured by their work performance in a certain period at a particular company. Employee performance is the key to the success and continuity of the company.

People are the main component in the structure of any organization. Good performance is necessary for a business to achieve its goals. Employees often face various challenges to maintain their good performance. This research identifies two factors that influence employee performance: work discipline and work health and safety.

Rivai (2017) emphasized that self-discipline is very important for organizational success. Work discipline influences organizational performance. When employees practice discipline, they respect others and themselves. Internal discipline reflects a person's accountability for the responsibilities given. This internal discipline increases work morale, achievement of organizational and employee goals, as well as the progress of society at large.

K3 (Health, Safety and Welfare at Work) is a company initiative to help employees develop in their work environment (Fatoni, 2018). Occupational health and safety affects worker performance and a company's ability to succeed. Employees tend to work better when they are in a

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safe and healthy environment. Husni (2005) and Fatoni (2008) state that "occupational safety and health protect employees to achieve optimal performance." The K3 program aims to create a safe and healthy work environment, reducing work-related accidents and illnesses.

Facts regarding workplace accident incidents can be confirmed through datasets that are carefully documented by the Social Security Administering Body (BPJS).

Table 1.1
Work Accident Rates in Indonesia

Work accidents per year	
Year	Number of Cases
2020 (Up 21.28% from the previous year)	221.740
2021 (Up 5.65% from the previous year)	234.270
2022 (January-November up 13.26%)	265.334

Source : *www.bpjsketenagakerjaan.go.id*

Job security and safety are benefits for employees. With a balance between health and wellness, employee productivity increases significantly when working in a safe and healthy environment. This is important because poor health can have a negative impact on employees and their families, especially if caused by policies or work situations. To ensure employee comfort and health, a health care program needs to be implemented.

Labor Law Number 13 of 2003, Article 86 paragraph 1, emphasizes the right of every worker to receive protection for occupational safety and health, as well as moral, ethical and religious values that respect humanity. PT XYZ has adopted K3 principles as the basis for company operations.

A survey conducted by questionnaire to the HSE Department of PT This work accident is caused by carelessness in opening, closing, operating or deactivating machines, lighting and electricity supplies. Therefore, it is important to comply with standard safety procedures in the factory environment and ensure that work equipment is in good condition when used.

Employee work safety can be seen from the description of employee accident data issued by PT XYZ. The following is data describing employee work accidents:

Table 1.2
PT XYZ Employee Work Accident Data

Year	Number of Work Accidents	Information
2020	10	85% do not comply with work rules, 15% Do not use PPE
2021	12	77% do not comply with work rules, 23% Do not use PPE
2022	9	65% do not comply with work rules, 35% Do not use PPE
Amount	31	

Source: Data information from the HSE Department of PT XYZ for 2020-2022

According to table 1.2, PT XYZ has provided equipment according to operational standards. However, accidents in September-October 2022 were caused by workers who sometimes did not use equipment or personal protection when working. The majority of accidents occur in Production, where companies use machines to speed up and maximize can production. Even though it is efficient, the use of machines increases the risk of work accidents, although it rarely causes fatalities.

Apart from accident problems, PT XYZ also faces employee discipline problems in wearing uniforms. Some employees do not wear uniforms when working in a production environment, only wearing t-shirts that do not comply with regulations. In the food division, research found employees were not wearing head coverings and gloves, which are important for keeping products clean. CCTV also showed several employees not washing their hands when passing through the sterilization area.

In terms of performance, employees who uphold discipline tend to get better results. Respecting regulations and keeping to time are examples of the principles of work discipline. This behavior shows the employee's dedication to maintaining workplace standards, which has a major impact on the results and quality of performance (Hasibuan, 2013).

Employee work discipline can be seen from the findings of employee disobedience at PT XYZ. Here below:

Table 1.3
Findings of employee indiscipline at work

NO	SOP (recommended)	Findings	Location	Data From
1.	Using personal protective equipment (PPE), Carrying out K3 training, Periodic health checks.	Incomplete work (not using mask and earplugs, hairnet, etc.) + Cigarettes	Area Printing	Picture taken by Mrs. Kustina PPIC Printing
2.	Adequate cleaning tools, Carrying out K3 training, Maintaining the cleanliness of the production area.	Trash (scattered untidily and scattered on the floor)	Production Area	Taken a picture of Foreman Mukarom
3.	Adequate cleaning tools, Carrying out K3 training, Maintaining the cleanliness of the production area	Production waste (afval)	Production area under the machine	Taken picture of Foreman Rizal

Source: Production Department Safety Results, April 2023

Table 1.4
PT employee attendance data. XYZ Pekanbaru
period 2021-2023

No	Year	Sample	Number of Employee Absences			Total absence per year %
	Information		A	S	I	Amount
1	2020	65	85	27	10	80%
2	2021	65	90	17	13	78%
3	2022	65	128	35	12	68%

Source: PT HRD data. XYZ Pekanbaru for the 2020-2022 period

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A company cannot operate well if it is unable to discipline its employees properly. Low work motivation and discipline among employees leads to below standard performance. Using a disciplined, focused and organized work schedule will result in better performance. Firda (2015) states that employee performance is the result of work completed according to specifications. Every job has criteria that must be met to achieve the goal. Work not only requires ability and skills, but also strong drive and self-control from employees to achieve the best quality of work.

However, there are issues related to a lack of effectiveness in implementing work discipline, especially in enforcing punctuality and a lack of clarity and consistency in the implementation of regulations by leadership. Apart from that, the low achievement of production targets is also the cause of the decline in overall employee performance. The information and percentage of production target results in 2021:

Table 1.5
PT XYZ Performance Assessment Data for 2021

Employee Work Performance	October		November		December	
	Weight	Score (%)	Weight	Score (%)	Weight	Score (%)
1. Quality	25	38,46	25	29,41	25	26,31
2. Quantity	10	15,38	10	11,76	10	10,53
3. Implementation of Tasks	10	15,38	10	11,76	10	10,53
4. Responsibility	20	30,77	20	23,53	20	21,05
	65	99.9	65	76,4	65	68,42

Sumber : HRD PT XYZ   2021

From table 1.5 above, it can be seen that there was a decrease in the target in December 2023 which saw a decrease (68.42%) from a percentage of 99% to 68.48%, therefore, re-optimization is needed to improve employee performance at PT XYZ. It is important to pay attention to employee commitment and responsibility in carrying out their duties. Employees must be directed to always demonstrate full awareness, readiness and obedience in order to achieve optimal performance. Effective supervision by superiors is also needed to encourage employees to be responsible for the tasks assigned.

2. IMPLEMENTATION METHOD

This research uses a research design with a quantitative approach, to investigate the influence of work discipline and occupational health safety (K3) on employee performance at PT XYZ Pekanbaru. This research was conducted by means of a quantitative survey. A quantitative survey was conducted using a structured questionnaire given to all employees. The total sample of 65 people was selected using probability sampling techniques. The questionnaire was measured using a five-point Likert scale (Malhotra, 1981). Data analysis was carried out using descriptive statistics, regression analysis to determine the relationship between work discipline

and occupational health safety on employee performance at PT XYZ Pekanbaru.

Data analysis

Quantitative data collected through surveys were analyzed using SPSS software. Regression analysis is used to analyze data and test research hypotheses.

3. RESULTS AND DISCUSSION

Testing Research Instruments

Testing of data instruments, such as validity and reliability tests, is needed to ensure whether the variables studied can be used as a means of evidence.

a. **Validity test**

Validity testing is carried out to assess whether the questionnaire can be considered valid or not. In the validity testing process, researchers utilized SPSS version 24 statistical software using the criteria as below.

1) If rcount > rtable then the statement item is said to be valid.
2) If rcount < rtable then the statement item is said to be invalid.

The following are the results of calculating the validity of each variable that has been included in the analysis, namely:

Table 4.1
Validity test

Variable	Item Statement	Rcount	Table	Information
Work Discipline (X1)	1	0,739	0,244	Valid
	2	0,876	0,244	Valid
	3	0,837	0,244	Valid
	4	0,809	0,244	Valid
	5	0,850	0,244	Valid
	6	0,820	0,244	Valid
	7	0,814	0,244	Valid
	8	0,737	0,244	Valid
	9	0,720	0,244	Valid
	10	0,795	0,244	Valid
	11	0,871	0,244	Valid
	12	0,869	0,244	Valid
	13	0,862	0,244	Valid
	14	0,828	0,244	Valid
	15	0,829	0,244	Valid
	16	0,858	0,244	Valid
Occupational Health Safety (K3) (X2)	1	0,870	0,244	Valid
	2	0,841	0,244	Valid
	3	0,780	0,244	Valid
	4	0,784	0,244	Valid
	5	0,847	0,244	Valid
	6	0,793	0,244	Valid
	7	0,739	0,244	Valid

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	8	0,833	0,244	Valid
	9	0,672	0,244	Valid
	10	0,814	0,244	Valid
Employee performance (AND)	1	0,791	0,244	Valid
	2	0,851	0,244	Valid
	3	0,857	0,244	Valid
	4	0,858	0,244	Valid
	5	0,740	0,244	Valid
	6	0,838	0,244	Valid
	7	0,774	0,244	Valid
	8	0,845	0,244	Valid
	9	0,792	0,244	Valid
	10	0,772	0,244	Valid

Source: Data processed by researchers, 2024

From table 4.1 that has been presented, it can be seen that each statement in the variable shows confirmed validity, because the calculated r-value > r-table has been determined.

b. **Reliability Test**
   Statements that are considered valid will be tested for reliability. If a variable consistently produces consistent answers to statements and values *Cronbach's Alpha* is more than 0.600, then the variable is considered reliable. The results of the reliability test are displayed in the table below:

Table 4.2
Work Discipline Variable Reability Test (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.972	16

Source: SPSS version 26

Table 4.2 presented shows the Cronbach's Alpha value for the Work Discipline variable, which reaches 0.972. This confirms the reliability of this variable, considering that this value exceeds the minimum threshold set at 0.600.

Table 4.3
Reliability Test for Occupational Health Safety (K3) Variables (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.951	10

Source: SPSS version 26

From the data in Table 4.3, the values are presented *Cronbach's Alpha* for the Occupational Safety and Health (K3) variable it is 0.951. Therefore, it can be

concluded that this variable is reliable, because the value obtained exceeds the minimum standard of reliability that has been set, namely 0.600.

Table 4.4
Employee Performance Variable Reliability Test (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.957	10

Source: SPSS version 26

From Table 4.4, the Cronbach's Alpha value for the Employee Performance variable is 0.957. This confirms the level of reliability of this variable, considering that the value achieved exceeds the minimum reliability standard that has been set at 0.600.

Table 4.5
Reliability Test Results

No	Variable	*Cronbach's Alpha*	Standard *Cronbach's Alpha*	Information
1	Work Discipline (X1)	0,972	0,600	Reliable
2	Occupational Health Safety (K3) (X2)	0,951	0,600	Reliable
3	Employee performance (AND)	0,957	0,600	Reliable

Source: SPSS version 26

The analysis results contained in Table 4.5 indicate that the variables Work Discipline (X1), Occupational Health Safety (K3) (X2), and Employee Performance (Y) are reliable, as revealed by the existence of the Alpha coefficient which exceeds the reliability threshold, namely 0.600. for each of these variables.

c. Data Feasibility Test (Classic Assumption Test)

To increase the accuracy, efficiency and security of analysis by limiting weaknesses caused by the existence of classical assumptions, classical assumption testing is used to assess data quality or interpret the meaning of the relationship between independent and dependent variables.

The data analysis method used in this research was SPSS ver. 26. Normality, multicollinearity, autocorrelation and heteroscedasticity tests are the traditional assumption tests used in this research.

a. Normality test

The purpose of normality testing is to assess whether the distribution of respondent data conforms to a normal distribution pattern or not. To perform this test, normal is used *probability plot*.

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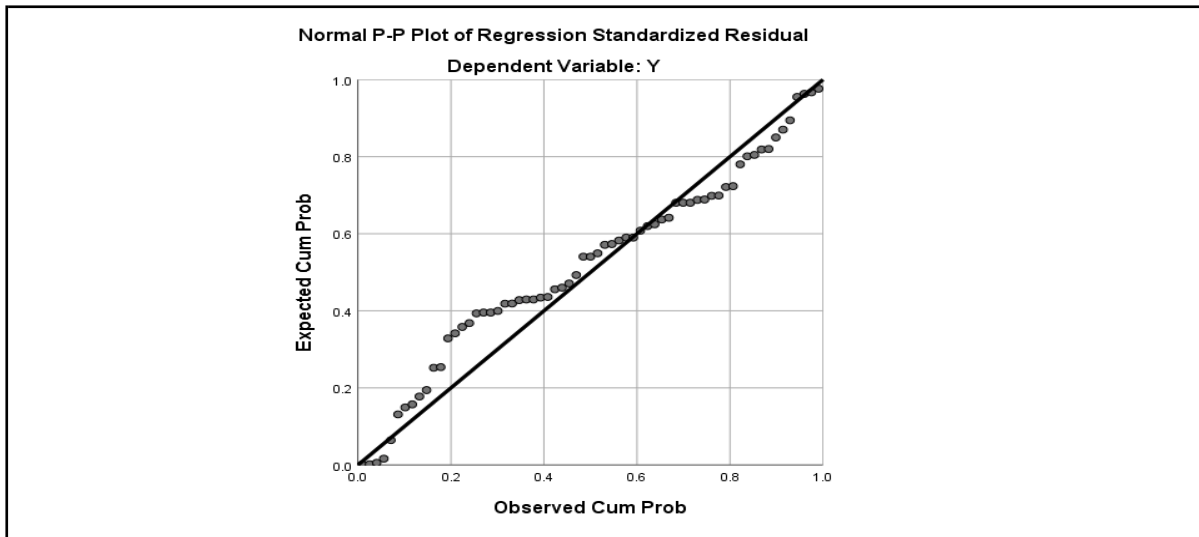
Source: SPSS Data Processing version 26, 2024

Figure 4.2
Normal P-Plot Test Results

Based on previous Figure 4.2, normal *probability plot* produces normally distributed data. The regression model meets the normality assumption because it can be seen that the points are spread out and approach the diagonal line. Histogram graphs are used for the following Normality Test. The following are the results of the normality test using a histogram:
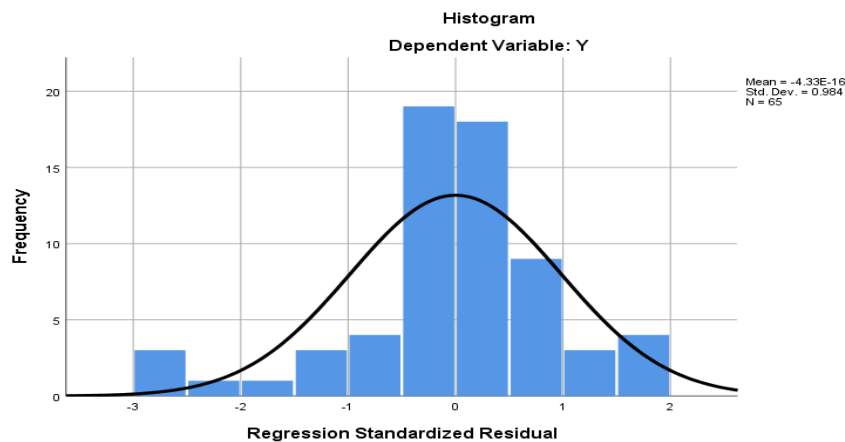
Source: SPSS Data Processing version 26, 2024
Figure 4.3
Histogram Normal Test Results

In Figure 4.3, the curve tends to be in the middle and has a bell shape, not sloping to the right or left (as in balance), so the data can be considered normal.

b. Multicollinearity Test

The point of carrying out multicollinearity testing is to ensure that there is no significant correlation between the independent variables. Ideally, in a proper regression model, the independent variables are not related to each other. Testing is carried out by checking the tolerance

value and variance inflation factor (VIF) of the regression model. This is an important prerequisite:

2)   a. If the VIF value is > 10 and the Tolerance Value > 1 then symptoms of multicollinearity occur.
3)   b. If the VIF value < 10 and the Tolerance Value < 1 then there are no symptoms of multicollinearity.
4)

Table 4.6
Multicollinearity Coefficients Test Results

Coefficients[a]							
Model		Unstandardized Coefficients		Standardized Coefficients	t	Say.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.807	2.243		2.143	.036		
	X1	.492	.065	.833	7.545	.000	.241	4.155
	X2	.083	.112	.081	.738	.463	.241	4.155
a. Dependent Variable: Y								

Source: SPSS Data Processing version 26, 2024

From the data listed in table 4.7, it can be concluded that the value of the variance inflation factor (VIF) reaches 4.155, indicating that the VIF is below the threshold of 10.00. Meanwhile, the tolerance value is 0.241, which indicates the tolerance value exceeds 0.1. Therefore, based on this analysis, it can be interpreted that there is no indication of significant multicollinearity among the observed independent variables.

c. Autocorrelation Test

The purpose of autocorrelation testing is to identify whether there are deviations in the correlation between the elements in the sample. The autocorrelation identification process is carried out through the application of the Durbin-Watson (DW) test, where the DW value is compared with a specified interpretive standard. The guidelines used to interpret the results of the Durbin-Watson test (DW test) are:

Table 4.7
Test Interpretation Guidelines *Durbin-Watson*

Criteria	Information
< 1,000	There is autocorrelation
1,100 – 1,560	No conclusion
1,550 – 2,460	There is no autocorrelation
2,460 – 2,900	No conclusion
>2,900	There is

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	autocorrelation

Source: Sugiyono (2016:184)

Table 4.8
Uji Durbin-Watson

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.905ª	.818	.812	3.51933	1.935
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

Source: SPSS Data Processing version 26, 2024

Based on the data listed in table 4.9, it was found that the Durbin-Watson value was 1.935, which is in the range between 1.550 to 2.460. This range indicates the absence of autocorrelation. Therefore, bias is interpreted if in the context of this research, there is no indication of an autocorrelation problem.

d. Heteroscedacity Test

Heteroscedasticity testing aims to detect violations of the classic assumption regarding homoscedasticity, which indicates the existence of unequal variations in the residuals for each observation in the regression model. One of the important prerequisites in regression analysis is the existence of homoscedasticity. This testing procedure generally involves visual analysis through *scatterplot*. The following are the results of this analysis.
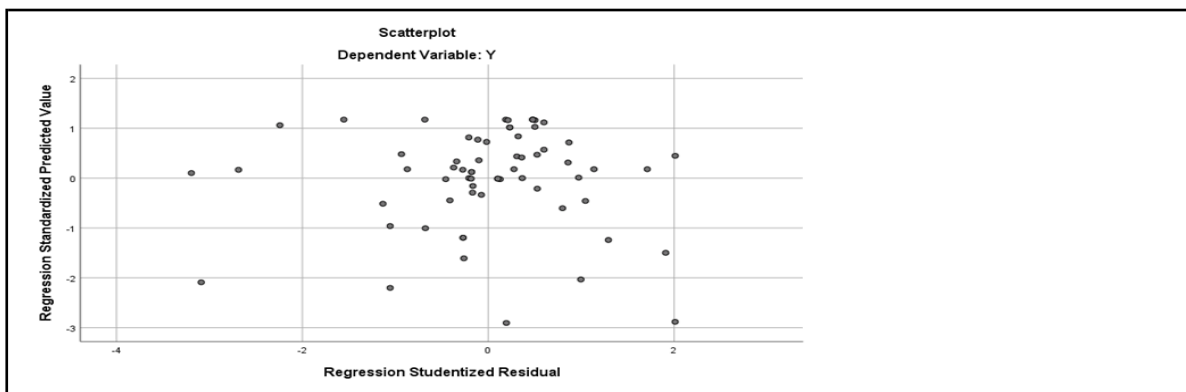
Source: SPSS Data Processing version 26, 2024

Figure 4.4
Scatterplot Graphics

From the results of the scatterplot analysis shown in Figure 4.4, several things can be concluded:
1) There is a spread of data points around the number 0, both above and below it.
2) Data points do not tend to gather on just one side, but are spread out on both sides.
3) The distribution pattern of data points does not show a recurring trend from narrowing to widening or vice versa.

Therefore, bias is defined as if there is no indication of heteroscedasticity in the data, so that a regression model that fits the assumption of homoscedasticity can be considered good and appropriate.

1. **Simple Linear Regression Analysis**

This regression analysis aims to measure the level of influence of variables X1 and simultaneously. Sugiyono (2017:277) said "Simple linear regression is used to estimate the magnitude of the coefficient resulting from a linear equation with one independent variable to be used as a prediction tool for the magnitude of the dependent variable."

The following are the results of processed regression data with SPSS version 26 which can be seen in the following table:

Table 4.17
Simple Linear Regression Test Results for the Work Discipline variable (X1)
on Employee Performance (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Say.
		B	Std. Error	Beta		
1	(Constant)	5.383	2.096		2.569	.013
	X1	.534	.032	.904	16.751	.000
a. Dependent Variable: Y						

Source: SPSS Data Processing version 26, 2024

Based on the results of the regression calculations listed in the table above, the regression equation Y = 5.383 + 0.534 X1 is obtained. From these equations, conclusions can be drawn such as:

a) A constant value of 5,383 indicates that if the Work Discipline variable (X1) did not exist, then the employee performance score (Y) would have a value of 5,383 points.

b) The Work Discipline regression coefficient (X1) of 0.534 is interpreted as every 1 unit change in the Work Discipline variable (X1), with a constant value remaining and without any change in the Occupational Safety and Health variable (X2), will result in a change in employee performance (Y) amounting to 0.534 points.

Table 4.18
Simple Linear Regression Test Results for Occupational Safety and Health (K3) variables
(X2) on employee performance (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Say.
		B	Std. Error	Beta		
1	(Constant)	7.299	3.048		2.394	.020
	X2	.822	.076	.807	10.849	.000
a. Dependent Variable: Y						

Source: SPSS Data Processing version 26, 2024

The results of the regression calculations listed in the table above produce the regression equation Y = 7.299 + 0.822 X2. From these equations, conclusions can be drawn such as:

a) A constant value of 7,299 indicates that when the Occupational Health Safety (K3) variable

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(X2) is absent, the employee performance value (Y) will have a value of 7,299 points.

b) The Occupational Health Safety (K3) (X2) regression coefficient of 0.822 indicates that if the constant remains and there is no change in the Work Discipline variable (X1), every 1 unit change in the Occupational Safety and Health variable (X2) will result in a change in employee performance of 0.822 points.

2. **Multiple linear regression analysis**

This multiple linear regression analysis aims to measure how significant the influence of the dependent variable is. The following are the results of processing regression data using SPSS version 26 software, which can be accessed through tables such as:

Table 4.19
Multiple Linear Regression Test for Work Discipline (X1) and Occupational Health Safety (K3) (X2) variables on Employee Performance (Y)

Coefficients^a						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Say.
1	(Constant)	4.807	2.243		2.143	.036
	X1	.492	.065	.833	7.545	.000
	X2	.083	.112	.081	.738	.463
a. Dependent Variable: Y						

Source: SPSS Data Processing version 26, 2024

The results of the analysis of regression calculations in the table above produce the regression equation Y = 4.807 + 0.492 X1 + 0.083 X2. From this equation, it can be interpreted like this:

a) A constant value of 4,807 indicates that when the variables Work Discipline (X1) and Occupational Health Safety (K3) (X2) are absent, employee performance (Y) will have a value of 4,807 points.

b) The Work Discipline value (X1) of 0.492 explains that with a constant constant and without any changes to the Occupational Health Safety (K3) variable (X2), every 1 unit change in the Work Discipline variable (X1) will result in a change in employee performance (Y) of 0.492 points.

c) The Occupational Health Safety (K3) (X2) value of 0.083 is interpreted to mean that with a fixed constant and without any changes to the Work Discipline variable (X1), every 1 unit change in the Occupational Health Safety (K3) variable (X2) will result in a change in employee performance (Y) of 0.083 points.

3. **Correlation Coefficient Analysis (r)**

Correlation coefficient analysis aims to measure the level of strength of the relationship between the independent variable and the dependent variable. The following are the results of data processing:

Table 4.20
Test the Correlation Coefficient of Work Discipline (X1) on Employee Performance (Y)

Correlations		X1	AND
X1	Pearson Correlation	1	.904**
	Sig. (2-tailed)		.000
	N	65	65
AND	Pearson Correlation	.904**	1
	Sig. (2-tailed)	.000	
	N	65	65
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: SPSS Data Processing version 26, 2024

Based on table 4.20 above, the R number (correlation coefficient) is 0.904. This shows that there is a strong relationship (Perfect Correlation) between Work Discipline and Employee Performance.

1. **Analysis of the Coefficient of Determination**

The purpose of coefficient of determination analysis is to measure the proportion of variability in the dependent variable that can be explained by the independent variables, both individually and jointly. In the context of this research, the variables analyzed are Work Discipline (X1) and Occupational Health Safety (K3) (X2) on Employee Performance (Y). The following are the results of calculating the coefficient of determination which have been processed using SPSS version 26 software:

Table 4.23
Test of the Coefficient of Determination of Work Discipline (X1) on Employee Performance (Y)

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.904^a	.817	.814	3.50660
a. Predictors: (Constant), X1				
b. Dependent Variable: Y				

Source: SPSS Data Processing version 26, 2024

Results from R^2 (R square) is 0.817. This explains that 81.7% of work discipline has an influence on performance, while the remaining 18.3% is influenced by other factors.

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Table 4.24
Test of the Coefficient of Determination of Occupational Health Safety (K3) (X2) on Employee Performance (Y)

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.807[a]	.651	.646	4.83529
a. Predictors: (Constant), X2				
b. Dependent Variable: Y				

Source: SPSS Data Processing version 26, 2024

The result of the R value^2 (R square) is 0.651. This explains that 65.1% of Occupational Health Safety (K3) has an influence on performance, while the remaining 34.9% is influenced by other factors.

Table 4.25
Test of the Coefficient of Determination of Work Discipline (X1) and Occupational Health Safety (K3) (X2) variables on Employee Performance (Y)

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.905[a]	.818	.812	3.51933
a. Predictors: (Constant), X2, X1				
b. Dependent Variable: Y				

Source: SPSS Data Processing version 26, 2024

The result of the R value (R square) is 0.812. This explains that 81.2% of Work Discipline and Occupational Health and Safety (K3) affect employee performance, while the remaining 18.8% is influenced by other factors.

2. **Hypothesis testing**
   a. **Partial hypothesis testing (t test)**
   Hypothesis testing regarding the influence of the Work Discipline (X1) and Occupational Health Safety (K3) (X2) variables on Employee Performance (Y) is carried out through the t test, which is carried out partially. In this research, the significance criterion used is 5% (0.05), by comparing the calculated t value with the t table value, which is determined as follows:
   a) If tcount < ttable: it means that H0 is accepted and H1 is rejected.
   b) If tcount > ttable: it means that H0 is rejected and H1 is accepted

   To determine the size of the t table, look for it using the following formula.
   ttable   = tα.df (Taraf Alpha x Degree of Freedom)
   a   = real level 5%
   df   = (n-2), then we get (65-2) = 63, then ttable = 1.669
   The criteria are said to be significant if the t value > t table or ρ value < Sig.0.05.

1. **The Influence of Work Discipline (X1) on Employee Performance (Y).**
   Determining the hypothesis formulation is:
   H0 : ρ1 = 0   There is no positive and significant influence between work discipline and partial employee performance at PT XYZ Pekanbaru.
   H1 : p1 ≠ 0   `There is a positive and significant influence between work discipline and partial employee performance at PT XYZ Pekanbaru.`
   The results of data processing using the SPSS version 26 program, with the following results:

Table 4.26
Work Discipline t Test (X1) on Employee Performance (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Say.
		B	Std. Error	Beta		
1	(Constant)	5.383	2.096		2.569	.013
	X1	.534	.032	.904	16.751	.000
a. Dependent Variable: Y						

Source: SPSS Data Processing version 26, 2024

The test results in the table above explain that the calculated t value (16,751) exceeds the t table value (1,699), and is supported by a p-value that is less than the significance level of 0.05 (0.000 < 0.05). Therefore, the null hypothesis (H0) is rejected and the alternative hypothesis (H1) is accepted. This indicates that there is a partially significant influence of Work Discipline on employee performance at PT XYZ Pekanbaru.

2. **Influence of Occupational Health and Safety (K3) (X2) on Employee Performance (Y)**
   Determining the hypothesis formulation is:
   H0 : p2= 0   There is no positive and significant influence between Occupational Health Safety (K3) on partial employee performance at PT XYZ Pekanbaru.
   H1 : ρ2 ≠ 0   There is a positive and significant influence between Occupational Health and Safety (K3) on partial employee performance at PT XYZ Pekanbaru.
   The results of data processing using the SPSS version 26 program, with the following results:

Table 4.27
Occupational Health Safety (K3) t test (X2) on Employee Performance (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Say.
		B	Std. Error	Beta		
1	(Constant)	7.299	3.048		2.394	.020
	X2	.822	.076	.807	10.849	.000
a. Dependent Variable: Y						

Source: SPSS Data Processing version 26, 2024

Based on the test results in the table above, the value tcount > ttable or (10,849 > 1,699) is obtained. This is also reinforced by the ρ value <Sig.0.05 or (0.000 <0.05). Thus, H0 is rejected and H1 is accepted, this shows that there is a partially significant impact between

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b. Simultaneous Hypothesis Testing (F Test)

To test the simultaneous impact of recruitment and work discipline variables on employee performance at PT XYZ Pekanbaru, F statistical testing (simultaneous testing) was carried out, with a significance level of 5%. In this research, the significance criterion used is 5% (0.05), which involves a comparison between the calculated F value and the table F value, in accordance with the following provisions:

1)   If Fcount < Ftable   : means H0 is accepted and H3 is rejected.

2)   If Fcount > Ftable   : means H0 is rejected and H3 is accepted

To determine the size of the F table, look for the following conditions:
Information:
k = Number of variables (free + dependent)
n = Number of Samples

df1	= k – 1	df1 = 3 – 1 = 2
df2	= n – k	df2 = 65 – 3 = 62

So the df1 value is 2 and the df2 value is 62, so Ftable = 3.15. The criteria are said to be significant if the calculated F value > Ftable or ρ value < Sig.0.05. The formulation of the hypothesis is as follows:

H0 : ρ1,2 = 0   There is no simultaneous positive and significant influence between Work Discipline and Occupational Health Safety (K3) on PT XYZ Pekanbaru Employee Performance.

H3 : ρ1,2 ≠ 0   There is a simultaneous positive and significant influence between Work Discipline and Occupational Health and Safety (K3) on PT XYZ Pekanbaru Employee Performance.

Table 4.28
Hypothesis Test Results (F Test) Simultaneous ANOVAª

ANOVAª					
Model	Sum of Squares	df	Mean Square	F	Say.
1 Regression	3457.103	2	1728.552	139.560	.000[b]
Residual	767.912	62	12.386		
Total	4225.015	64			
a. Dependent Variable: Y					
b. Predictors: (Constant), X2, X1					

Source: SPSS Data Processing version 26, 2024

The p-value is smaller than the significance level of 0.05 (0.000 < 0.05), which further supports the conclusion that the calculated F value is greater than the F table value (139.560 > 3.15) based on the test results in the table above. Thus, the alternative hypothesis (H3) is accepted and the null hypothesis (H0) is rejected. These results indicate that work discipline and

occupational health safety (K3) together have a positive and significant effect on the performance of PT XYZ Pekanbaru employees.

4.1 Research Discussion

1. Influence of Work Discipline (X1) on Employee Performance (Y)

The results of the analysis conclude that there is a regression equation Y= 5.383 + 0.534 X1, with a correlation coefficient of 0.778, indicating a strong relationship between the two variables. The determination value, which shows the contribution of the independent variable to the dependent variable, is 0.606, or the equivalent of 60.6%, while the remaining 39.4% is influenced by other factors. Hypothesis testing shows that the calculated t value (16,751) exceeds the t table value (1,699), which results in rejection of the null hypothesis (H0) and acceptance of the alternative hypothesis (H1). This indicates that there is a partially significant influence of Work Discipline on Employee Performance at PT XYZ Pekanbaru.

2. Effect of Occupational Health Safety (K3) (X2) on Employee Performance (Y)

Based on the analysis results, the regression equation Y= 7.299 + 0.822X2 was obtained, with a correlation coefficient of 0.807, indicating a strong relationship between the two variables. The determination value, which describes the contribution of the independent variable to the dependent variable, is 0.651, equivalent to 65.1%, while the remaining 34.9% is influenced by other factors. The results of the hypothesis test show that the calculated t value (10,849) exceeds the t table value (1,699), resulting in rejection of the null hypothesis (H0) and acceptance of the alternative hypothesis (H2). This shows that there is a partially significant influence from Occupational Health Safety (K3) on Employee Performance at PT XYZ Pekanbaru.

3. The Influence of Work Discipline (X1) and Occupational Health Safety (K3) (X2) on Employee Performance (Y)

The research results show that Work Discipline (X1) and Occupational Health Safety (K3) (X2) have a positive impact on Employee Performance, with the regression equation Y = 4.807 + 0.492 X1 + 0.083 X2. The correlation coefficient, which indicates the degree of relationship between the independent variable and the dependent variable, is 0.856, indicating a very strong relationship. The coefficient of determination value, which describes the contribution of independent variables simultaneously to the dependent variable, is 73.3%, while the remaining 26.7% is influenced by other factors. The results of the hypothesis test show that the calculated F value (139.560) exceeds the F table value (3.15), resulting in rejection of the null hypothesis (H0) and acceptance of the alternative hypothesis (H3). This shows that there is a significant simultaneous influence between Work Discipline and Occupational Health Safety (K3) on Employee Performance at PT XYZ Pekanbaru.

5. CONCLUSION
5.1 Conclusion

Based on the results of the research and analysis carried out in this study, the author concludes as follows:

1. There is a partially significant influence between the Work Discipline variable (X1) on Employee Performance (Y). Shown by the simple linear regression equation Y = 5.383 + 0.534 This is proven by hypothesis testing, obtained tcount > ttable (16,751 > 1,699) and reinforced by the ρ value < Sig.0.05 or significance < 0.05 (0.000 < 0.05). Thus, H0 is rejected and H1 is accepted, this shows that there is a partially significant influence between Work Discipline on Employee Performance at PT XYZ Pekanbaru.

2. There is a partially significant influence between the Occupational Health Safety (K3) variable (X2) on Employee Performance (Y). shown by the simple linear regression equation Y = 7.299 + 0.822 X2, where the beta coefficient value is positive, which means that if work discipline increases, employee performance will also increase. This is proven by the results of the hypothesis test, which obtained a value of tcount > ttable, namely (10,849 > 1,699) and is strengthened by a value of ρ value < Sig.0.05 or a significance value <0.05 (0.000 < 0.05). Thus, H0 is rejected and H2 is accepted, meaning that there is a partially significant influence between Occupational Health and Safety (K3) on employee performance at PT XYZ Pekanbaru.

3. The results of the research on Work Discipline on Occupational Health Safety (K3) are given by the multiple linear regression equation Y = 4.807 + 0.492 X1 + 0.083 X2. where the beta coefficient value is positive, which means that if Work Discipline and Occupational Health Safety (K3) increases, employee performance will also increase. This is proven by the results of simultaneous hypothesis testing, obtained by the Fcount value > Ftable value, namely (139,560 > 3.15) and reinforced by the significance value < 0.05 (0.000 < 0.05). The results of the coefficient of determination test for the variables Work Discipline (X1) and Occupational Health Safety (K3) (X2) have an influence of 73.3% on Employee Performance (Y) of PT XYZ. Thus H0 is rejected and H3 is accepted. This means that it is proven that there is a significant simultaneous influence between Work Discipline (X1) and Occupational Health Safety (K3) (X2) on Employee Performance (Y).

5.2 Research Limitations

Several limitations have been acknowledged based on the researcher's direct experience during the procedures of this study. Future researchers may find this an important element to consider to improve the quality of their work. Future research should address the shortcomings of this study.

Some of the limitations identified in the research are as follows:

1. The research planning process requires quite a long time. Before conducting field research, researchers must prepare a research proposal carefully. These activities often take significant time, especially taking into account work schedule adjustments.

2. When collecting data, there is a chance that the data submitted by respondents through questionnaires does not fully reflect their true perspective. Variations in the way of thinking, viewpoints, and level of understanding of each respondent, along with other factors such as honesty in filling out the questionnaire, can be the cause.

5.3 Suggestion

Based on the conclusions above, the following suggestions can be put forward:

1. The Work Discipline variable (X1) with the lowest statement is the leader who gives sanctions according to company regulations. To make it even better in the future, the leadership will be firm in giving sanctions according to company regulations.

2. Variable Occupational Health and Safety (K3) (X2) This variable can be stated within the company and does not only apply to company leaders but also applies to company employees. Occupational safety and health in the company is important because it will affect the work of everyone in the company. office.

3. The Employee Performance Variable (Y) with the lowest statement is that employees take the initiative to do work without orders from company leaders. In the future, employees can take more initiative and provide innovation to make it better.

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