THE INFLUENCE OF WORK ENVIRONMENT AND OCCUPATIONAL SAFETY AND HEALTH ON THE PERFORMANCE OF EMPLOYEES OF THE YOROZU AUTOMOTIVE INDONESIA COMPANY

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Abstract

Purpose: This research was conducted with the aim of knowing and analyzing the work environment and occupational safety and health (K3) on employee performance at PT Yorozu Automotive Indonesia.

Research Methodology: This research uses survey research methods. The population in this study were employees of PT Yorozu Automotive Indonesia. The total population is 176 people, and a sample of 64 employees was taken from the population with a data collection technique using simple random cluster sampling. This research uses data collection methods in the form of interviews, questionnaires and documentation studies. The data analysis method used is multiple linear regression analysis.

Results: The results of the analysis state that occupational safety and health (K3) is classified as good, the work environment is classified as very good, and employee performance is classified as good. Based on this research, there is an influence of occupational safety and health (K3) and the work environment on employee performance at PT Yorozu Automotive Indonesia where the increasing work environment and K3 means that employee performance will also increase. The results show that the most dominant variable in employee performance is occupational safety and health (K3).

Limitations: The study only focuses on the influence of work environment and occupational safety and health (K3) on employee performance at PT Yorozu Automotive Indonesia.

Contribution: The findings of this study provide insights for management on the importance of maintaining a good work environment and implementing effective occupational safety and health (K3) programs to improve employee performance.

Keywords: Work Environment, K3, Employee Performance

1. INTRODUCTION

According to Hasibuan (2016) Human resources (HR) are one of the assets and one part of an organization, therefore these human resources need to be managed properly and correctly.

When viewed from its nature, human resources are unique from other assets. This is because HR has feelings, thoughts, and behavior, so that if managed properly they can contribute to the progress of the company actively, as expected. Every company wants its employees to have high performance in their work. With high employee performance, it is hoped that the company's goals can be achieved as planned. Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his functions according to the responsibilities given to him. According to Pandi Afandi (2016:51) The work environment has a significant contribution to improving performance. The work environment leads to several aspects including management, organizational structure, and job descriptions, freedom, a satisfactory physical environment, such as the availability of a place of worship, a room that is comfortable enough to work, good ventilation, security, appropriate working hours and meaningful tasks. Environmental conditions in relatively simple variations in temperature, noise, lighting, or quality of the area can induce significant effects on employee attitudes and performance. In addition, designs that pay attention to the number of work spaces, their arrangement or layout and the level of personal power given, affect employee performance and satisfaction levels.

According to Ashar Sunyoto in Nuril (2019:16) Occupational safety and health is a thought and effort to ensure the integrity and perfection of both the physical and spiritual workforce in particular, and humans in general, the results of work and culture towards a just and prosperous society.

Table 1. Work Accidents PT. Yorozu Automotive Indonesia

Year	Minor Accidents	Serious Accidents
2021	23 Case	10 People
2022	27 Case	9 Case
2023	30 Case	25 Case

Source: PT. Yorozu Automotive Indonesia

Table 1 above shows that cases of work accidents still occur frequently, in 2021 there were 23 cases of minor accidents and 10 cases of serious accidents. In 2022, there were 27 cases of minor accidents and 9 cases of serious accidents. In 2023, there were 30 cases of minor accidents and 25 cases of serious accidents. It can be concluded that there was a significant increase from 2021-2023 in minor accidents, while there was a significant increase from 2022-2023 in cases of serious accidents. The increase in accident cases greatly affects employee performance. From the results of observations of the many cases of employee negligence in using work attributes, many employees ignore their use.

Lijan Poltak Sinambela, et al. (2013: 136), stated that employee performance is defined as the ability of employees to do a certain skill. Employee performance is very necessary, because with this performance it will be known how far the employee's ability is in carrying out the tasks assigned to him.

Table 2. Production Target for 2021-2022

Year	Production Target (pcs)	Realization (pcs)	Achievement
2021	480.000	428,977	89,5%
2022	480.000	390,177	81,3%

Source: PT. Yorozu Automotive Indonesia

Based on the table above, it shows that the production target for the 2021-2022 period can be seen from the production target from 2021 cannot be achieved. Poor employee performance can hinder the company's capacity in meeting predetermined targets, it can be seen that the company's targets always decrease every year because the company does not achieve its targets.

Based on the background above, it can be concluded that occupational safety, occupational health and the work environment are efforts made by the company to provide protection to workers from the dangers of illness, accidents and losses due to doing work, so that workers can work safely and securely with a conducive work environment. While the company's performance in a certain period refers to the established standards where the measurement of employee performance activities is designed to estimate how the performance of activities and the final results are achieved.

Based on this, the work environment and K3 affect performance, the author is interested in conducting a study entitled "The Influence of the Work Environment and K3 on Employee Performance at PT. Yorozu Automotive Indonesia".

The objectives to be achieved in this study are: To find out and analyze the influence of the work environment on employee performance at PT. Yorozu Automotive Indonesia. To find out and analyze the influence of K3 on employee performance at PT. Yorozu Automotive Indonesia. To find out and analyze the influence of the work environment and K3 on employee performance at PT. Yorozu Automotive Indonesia.

2. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT
2.1. Literature Review

Management

According to Sarinah & Mardalena (2017:7) management is a process in order to achieve goals by working together through people and other organizational resources. According to Firmansyah (2018:4) management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal. According to Aditama, management is a science and art to make other people want and be willing to work to achieve goals that have been formulated together, therefore management requires basic concepts of knowledge, the ability to analyze situations, conditions, existing human resources and think of the right way to carry out interrelated activities to achieve goals. In essence, human activities in general are managing, to manage here an art is needed, how other people need work to achieve common goals. According to Sugiono (2017:8) management is a series of processes that include planning, organizing, implementing, supervising, evaluating and controlling activities in order to empower all organizational/company resources, both human resources (human resource capital), capital (financial capital), materials (land, natural resources or raw materials), and technology optimally to achieve organizational/company goals.

Human Resource Management (HRM)

HRM is a strategic approach to skills, motivation, development and management of organizing resources. HRM is created to form a proper corporate culture, and includes programs that

describe and support the core values of the company and ensure its success. According to Mangkunegara (20017:2) defines human resource management as planning, organizing, coordinating, implementing, and supervising the procurement, development, reward, integration, maintenance, and separation of labor in order to achieve organizational goals. According to Ni Kadek & John (2019:2) human resource management can also be defined as the management and utilization of resources available to individuals (employees). The management and utilization are developed maximally in the world of work to achieve organizational goals and individual employee development.

Work Environment

According to Isyandi (2014:134) The work environment is something that exists in the environment of workers that can influence them in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace and the adequacy of work equipment. According to Sedarmayanti (2016:21) The work environment is all the tools and materials faced, the surrounding environment where a person works, their work methods, and their work arrangements both as individuals and as a group.

Employees in carrying out activities or tasks that are assigned and influenced by several factors, one of which is the work environment. Although this factor is important for employees and companies, there are still many companies that pay attention to this work environment factor. A pleasant working environment for employees will be able to create a sense of pleasure in working so as to avoid boredom and fatigue from a work environment that cannot be met according to employee work needs, which can ultimately cause boredom and fatigue so that it will reduce employee work enthusiasm which ultimately results in employees not carrying out their duties effectively and efficiently. The working environment is a very important factor in a company. A good working environment will support a high level of work productivity, so that it will be able to increase the productivity of the company concerned. A pleasant working environment for employees will be able to create a sense of enthusiasm in working so as to avoid boredom and fatigue, if the working environment cannot be met according to employee needs, it can cause boredom and fatigue so that it will reduce employee work enthusiasm which ultimately results in employees not carrying out their duties effectively and efficiently (Nuraini, 2013:95).

Occupational Health and Safety (K3)

According to Wirawan (2015:237) occupational safety is: Occupational safety is a condition where workers are safe, do not experience accidents in carrying out their duties and work. Thus, the implementation of work takes place normally without being disturbed by work accidents, workers can create planned performance. In order for this to be created, companies or organizations need to implement occupational safety management which is an integral part of company or organizational management. According to Sinambela (2017:360) Occupational safety is an effort made to reduce the occurrence of accidents, damage and all forms of losses both to humans, and those related to equipment, work objects, workshops where work is carried out, and the work environment, directly and indirectly. According to Mathis & Jackson (2017:12) Occupational safety is a safety condition that is free from the risk of accidents and damage in the workplace which includes building conditions, machine conditions, safety equipment, and worker conditions. Therefore, the company, in this case the human resources department, is obliged to carry out various activities to improve occupational safety and health as required by law or not expressly required by law, as long as it is considered an effort to improve occupational safety.

Employee Performance

According to Rivai (2014:548) states that: Performance is a function of motivation and ability. To complete a task or job, a person should have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what will be done and how to do it. Performance is real behavior displayed by each person as a work achievement produced by employees according to their role in the company. Employee performance is something that is very important in the company's efforts to achieve its goals. According to Hasibuan (2014:94) states that: Employee performance is a work result achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time. This work achievement is a combination of three important factors, namely the ability and acceptance of the explanation of the delegation of tasks and roles and the level of motivation of a worker. According to Affandi (2018:89) Performance is a real behavior displayed by each person as a work achievement produced by employees according to their role in the company. Therefore, in every company, employee performance assessments are always carried out to determine the performance of its employees during a certain period of time, whether there is an increase in work performance or even the opposite. If the results of the assessment show data that there is a decrease in employee performance, management needs to find out the cause in order to find a solution.

2.2. Hypothesis Development

According to Sugiono (2014:96) a hypothesis is a temporary assumption of the problem to be studied and the answer expressed is only based on the following theory:

H1: The work environment has a significant positive effect on employee performance at PT. Yorozu Automotive Indonesia

H2: K3 has a significant positive effect on employee performance at PT. Yorozu Automotive Indonesia

H3: The work environment, occupational health and safety have a significant positive effect on employee performance at PT. Yorozu Automotive Indonesia
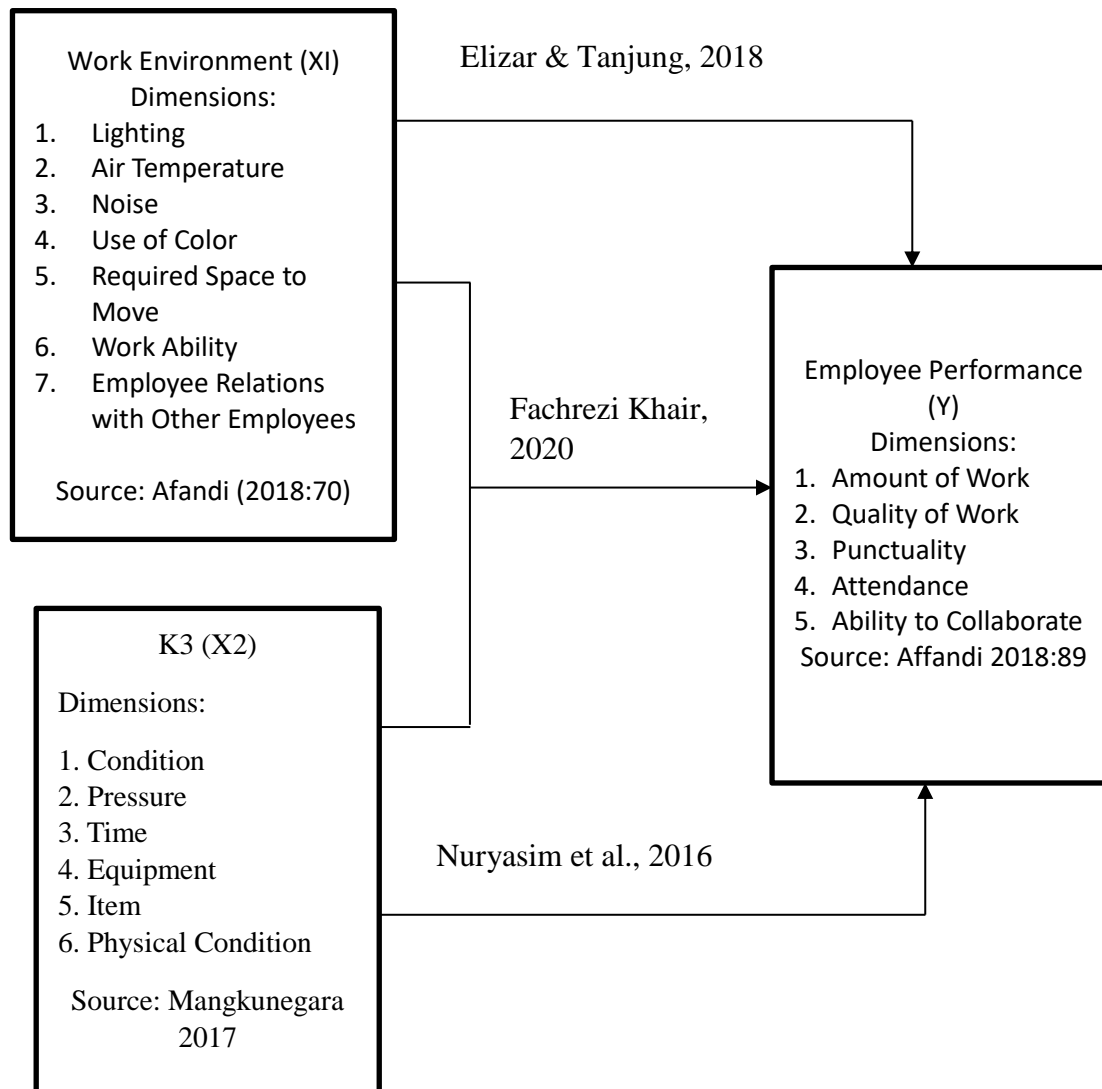
Figure 1 Framework of Thought
Source: 2024 Data Processing Results

3. RESEARCH METHODOLOGY
Research Design

Referring to the stated research objectives, this research is quantitative, which is intended to determine the extent of respondents' responses or answers. This research design is in the form of research conducted using a questionnaire instrument regarding the influence of the work environment, occupational safety and health on employee performance at PT. Yorozu Automotive Indonesia.

Population

The population in this study were employees at PT. Yorozu Automotive Indonesia in Karawang. The population in this study was 176 employees.

Sample

In determining the research sample, the researcher took samples from employees of PT. Yorozu Automotive Indonesia. If using a 10% error rate using the Slovin formula, as follows:

$$n = \frac{N}{1 + N.e^2}$$

$$n = \frac{N}{1 + N(e)^2}$$

$$n = \frac{176}{1 + 176(0,1)^2}$$

$$n = \frac{176}{1 + 1,76}$$

$$n = \frac{176}{2,76}$$

$$n = 63,7 = 64$$

Data Collection Techniques

Data collection methods used by the author, namely:

1. Interview; According to Sugiyono (2016:194), interviews are used as a data collection technique if researchers want to conduct preliminary studies to find problems that must be studied, and also if researchers want to know things from respondents in more depth.
2. Observation; Explained in Burhan Bungin (2013), Observation or observation is a human activity using the five senses of sight as its main aid, in addition to other five senses such as ears, smell, mouth, and skin.
3. Questionnaire; According to Sugiyono (2013: 142) a questionnaire is a tool for collecting data in the form of a list of questions, which are often referred to as questionnaires. According to Sugiyono in the book Quantitative, Qualitative and R&D Research Methods, a questionnaire is one that is carried out by giving a set of written questions or statements to respondents to answer.

Data Sources

1. Primary Data According to Sugiyono (2018:456) primary data is a data source that directly provides data to data collectors. Data is collected by researchers directly from the first source or the place where the research object is carried out. Researchers use the results of interviews obtained from informants regarding the research topic as primary data.
2. Secondary Data; According to Sugiyono (2018:456) secondary data is a data source that does not directly provide data to data collectors, for example through other people or through documents. In this study, the sources of secondary data are in accordance with labor laws, books, journals, articles related to the research topic regarding the internal

control system over payroll systems and procedures in an effort to support labor cost efficiency.

Data Analysis Method

To analyze the data, the author used the multiple linear regression method, which is a statistical method used to determine the relationship between independent and dependent variables assisted by using the SPSS version 27 program. The analysis methods used in this study are:

1. Descriptive analysis is an analysis that describes the influence of the work environment, work safety and compensation on employee performance.
2. Validity testing is a testing method used to determine whether there are questionnaire questions that must be discarded or replaced because they are considered irrelevant. The test is carried out statistically, which is done using the assistance of the IBM Statistical for Product and Service Solution (SPSS) version 24 program. The technique for measuring the validity of the questionnaire is as follows by calculating the correlation between data on each statement with the total score. Instrument items are considered valid if they are greater than 0.3 or can also be compared with the r table. If r count> r table then it is valid.
3. Reliability testing is a testing method used to determine whether the instrument, in this case the questionnaire, can be used more than once, at least by the same respondent will produce consistent data. In other words, instrument reliability characterizes the level of consistency. A good reliability coefficient value is above 0.6. Validity and reliability measurements are absolutely necessary, because if the instrument used is no longer valid and reliable, then the research results will certainly not be valid and reliable.
4. Multiple linear regression analysis is used to determine whether a variable can be used to predict or have an influence on other variables. To analyze research variables, a multiple regression research method is required.
5. The coefficient of determination (r^2) essentially measures how far the model's ability to explain the variation of the dependent variable. In this multiple linear model, the amount of contribution for the independent variables together with the dependent variable will be seen by looking at the total determination coefficient (r^2). If the (r^2) obtained is close to 1 (one), then it can be said that the model is stronger in explaining the relationship between the independent variables and the dependent variable. Conversely, if (r^2) is getting closer to 0 (zero), then the influence of the independent variables on the dependent variable is weaker.
6. Hypothesis Testing;

   a. t-test (Partial Regression) t-test basically shows how far the influence of one independent variable individually in explaining the dependent variable.

   b. F-test (Simultaneous Regression) is used basically to show whether all independent or free variables included in the model have a joint influence on the dependent or bound variable (Ghozali, 2013).

Coefficient of Determination (Goodness of Fit)

The coefficient of determination (R^2) essentially measures how far the ability to explain the variation of the dependent variable. In the SPSS output that shows the value of the coefficient of

determination is the magnitude of the Adjusted R2 value. The coefficient of determination value is between zero and one. A small R2 value indicates that the ability of the independent variables to explain the variation of the dependent variable is very limited. However, when the value approaches one, it means that the independent variables can provide almost all the information needed to predict the variation of the dependent variable. So it can be concluded that when the Adjusted R2 value is getting closer to one, the better (Ghozali, 2018: 97).

4. RESULTS AND DISCUSSIONS
4.1. Results

Respondent Characteristics

Based on the characteristics of PT Yorozu Automotive Indonesia employees observed in this study include: gender, age, length of service, last education. Description of the characteristics of PT Yorozu Automotive Indonesia employees as follows:

Table 3 Description of Respondent Gender

Gender	Number of Respondents	Percentage (%)
Male	39	60,9%
Fimale	25	39,1%
Total	**64**	**100%**

Source: 2024 data processing results

Based on table 3, it is known that most of PT. Yorozu Automotive Indonesia's employees are male with a total of 39 people who have a percentage value of 60.9% and the rest are female with a total of 25 people who have a percentage value of 39.1%.

Table 4 Description of Respondents by Age

No	Age	Respondents (people)	Percentage (%)
1	20-25	21	29,7%
2	26-35	23	40,6%
3	36-42	21	29,7%
	Jumlah	**64**	**100%**

Based on Table 4 above, it shows that the largest number of respondents are aged 20-25 years with a total of 21 people or 29.7% of the total sample of 64, then aged 26-35 years as many as 23 people or 40.6%, aged 36-42 years as many as 23 people or 29.7%.

Table 5 Description of Respondents based on Length of Work

No	Length of work	Respondents (people)	Percentage (%)
1	1 Year	11	17,3%
2	2 Years	11	17,3%
3	3 Years	8	12,5%
4	4 Years	6	9,4%
5	5 Years	7	11%
6	6 Years	4	6,3%
7	7 Years	6	9,4%

No	Length of work	Respondents (people)	Percentage (%)
8	8 Years	3	4,7%
9	9 Years	2	3,1%
10	10 Years	1	1,6%
11	11 Years	5	7,4%
	Amount	**64**	**100%**

Source: 2024 data processing results

Based on Table 4 above, it shows that the largest number of respondents are aged 20-25 years with a total of 21 people or 29.7% of the total sample of 64, then aged 26-35 years as many as 23 people or 40.6%, aged 36-42 years as many as 23 people or 29.7%.

Table 5 Description of Respondents based on Length of Work

No	Length of work	Respondents (people)	Percentage (%)
1	1 Year	11	17,3%
2	2 Years	11	17,3%
3	3 Years	8	12,5%
4	4 Years	6	9,4%
5	5 Years	7	11%
6	6 Years	4	6,3%
7	7 Years	6	9,4%
8	8 Years	3	4,7%
9	9 Years	2	3,1%
10	10 Years	1	1,6%
11	11 Years	5	7,4%
	Amount	**64**	**100%**

Source: Data processing results, 2024

From table 5 above, it can be seen that of the 64 respondents who were the sample, the majority of respondents who became employees within a period of 1 year were 11 people or 17.3%. Respondents who became employees within 2 years were 11 people or 17.3%. Meanwhile, respondents who became employees for 3 years were 8 people or 12.5%. Respondents who became employees within 4 years were 6 people or 9.4%. Employees who worked for 5 years were 7 people or 11%, those who worked for 6 years were 4 people or 6.3%, those who worked for 7 years were 6 people or 9.4%, those who worked for 8 years were 3 people or 4.7%, those who worked for 9 years were 2 people or 3.1%, those who worked for 10 years were 1 person or 1.6%, and those who worked for 11 years were 5 people or 7.4%.

Table 6 Description of Respondents based on Last Education Level

No	Education	Respondents (people)	Percentage (%)
1	Vocational High School	32	50%
2	D3	6	9,4%
3	S1	26	40,6%
	Jumlah	64	100%

Source: Data processing results, 2024

Based on table 6, it shows that of the 64 respondents who were sampled, 32 people or 50% had a vocational high school education, 6 people or 9.4% had a D3, and 26 people or 40.6% had a S1.

4.2 Discussions

Based on the table above, the results of the validity test on each indicator obtained a calculated r value greater than the r table, thus the instrument is declared valid, each indicator is declared valid.

Table 7 Validity Test of Work Environment (X1) K3 (X2) Employee Performance (Y)

Indicator		R Count	R Table	Ket	Indicator		R Count	R Table	Ket	Indicator		R Count	R Table	Note
	X1	0,372	0,2461	Valid		X1	0,583	0,2461	Valid		X1	0,440	0,2461	Valid
	X2	0,361	0,2461	Valid		X2	0,478	0,2461	Valid		X2	0,595	0,2461	Valid
	X3	0,512	0,2461	Valid		X3	0,554	0,2461	Valid		X3	0,588	0,2461	Valid
	X4	0,499	0,2461	Valid		X4	0,591	0,2461	Valid		X4	0,646	0,2461	Valid
X1	X5	0,393	0,2461	Valid	X2	X5	0,586	0,2461	Valid	Y	X5	0,447	0,2461	Valid
	X6	0,451	0,2461	Valid		X6	0,554	0,2461	Valid		X6	0,404	0,2461	Valid
	X7	0,397	0,2461	Valid		X7	0,612	0,2461	Valid		X7	0,611	0,2461	Valid
	X8	0,555	0,2461	Valid		X8	0,711	0,2461	Valid		X8	0,251	0,2461	Valid
	X9	0,373	0,2461	Valid		X9	0,620	0,2461	Valid		X9	0,493	0,2461	Valid
	X10	0,494	0,2461	Valid		X10	0,554	0,2461	Valid		X10	0,440	0,2461	Valid
	X11	0,506	0,2461	Valid		X11	0,570	0,2461	Valid		X11	0,492	0,2461	Valid
	X12	0,390	0,2461	Valid		X12	0,543	0,2461	Valid		X12	0,454	0,2461	Valid

Source: Data Processing Results, 2024

Based on table 7 above, it shows that all instruments of the Work Environment (X1), K3 (X2), and Employee Performance (Y) variables have valid criteria with a significance value of less than 0.05 and a calculated r value greater than 0.3 or calculated r> 0.3.

Reliability Test

Table 8 Reliability Test Results

No	Variable	Cronbach's	R Table	Note
1.	Work Environment (X1)	0,618	0,60	Realiable
2.	K3 (X2)	0,816	0,60	Realiable
3.	Employee Performance (Y)	0,709	0,60	Realiable

Source: Data Processing Results, 2024

Table 8 shows that the Cronbach Alpha results for each variable are more than the required Cronbach Alpha standard of 0.60. So the variables Work Environment, K3 and Employee Performance are reliable, all statements have a good level of reliability and can be used in the analysis of this study.

Normality Test

Table 9. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Predicted Value
N		64
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.87905763
Most Extreme Differences	Absolute	.124
	Positive	.124
	Negative	-.088
Test Statistic		.015
Asymp. Sig. (2-tailed)		.018
Monte Carlo Sig. (2-Tailed)		.012

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction

Source: SPSS Data Processing, 2024

Table 9 shows the results of the One Sample Kolmogorov Smirnov test which shows a significant value of 0.18. From this table, it can be concluded that the processed data is normally distributed data, because the significant value produced is 0.18 where this value is greater than 0.05.
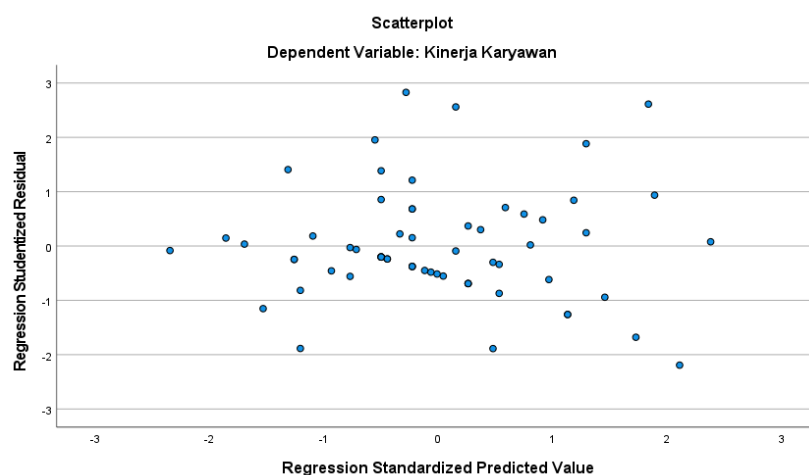
Heteroscedasticity Test

Figure 2 Heteroscedasticity Test Results

Source: SPSS Data Processing, 2024

Based on table 10 above, it shows that there is no clear pattern and it can be concluded that there is no heteroscedasticity.

Classical Assumption Test

Multicollinearity Test

Table 10. Multicollinearity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19.953	5.861		3.404	.001		
	Work Environment	.329	.117	.324	2.814	.007	.872	1.146
	K3	.263	.091	.334	2.898	.005	.872	1.146

Source: SPSS Data Processing, 2024

Based on table 10, it is known that the VIF value of the Work Environment variable (X1) and the K3 variable (X2) is 1.146 <10.00 and the tolerance value is 0.872> 0.10, so the data does not experience multicollinearity.

Determination Coefficient Test

Table 11 Results of the Determination Coefficient Test (R^2)

ModelR		R Square	Adjusted RSquare	Std. Error of theEstimate
1	1.000a	1.000	1.000	.540

a. Predictors: (Constant), K3 (X2), Work Environment (X1)

Source: SPSS Data Processing, 2024

Based on table 11, the Adjusted R2 value obtained is 1,000. This can be interpreted that 1,000 percent of employee performance can be explained by the work environment (X1) and K3 (X2) variables.

Multiple Linear Regression

Table 12. Multiple Linear Regression

Coefficientsa

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	19.953	5.861		3.404	.001
	Lingkungan Kerja	.329	.117	.324	2.814	.007
	K3	.263	.091	.334	2.898	.005

a. Dependent Variable: Kinerja Karyawan

Source: SPSS Data Processing, 2024

Y= 19.953 + 0.329 X1 + 0.263 X2

a. Constant of 19.953, this shows that if X1 and X2 have a value of 0, the Y value remains at 19.953.

b. Based on variable X1, the results of the regression test show that variable X1 has a positive regression coefficient with a value of b = 0.329, meaning that if there is an increase in the value of variable X1 by 1 point, there will also be an increase in variable Y by 0.329.

c. Based on variable X2, the results of the regression test show that the variable has a positive regression coefficient with a value of b = 0.263, meaning that if there is an increase in the value of variable X2 by 1 point, there will also be an increase in variable Y by 0.263.

T Test (Partial)

Table 13. T Test (Partial)

Coefficients[a]						
Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	19.953	5.861		3.404	.001
	Work Environment	.329	.117	.324	2.814	.007
	K3	.263	.091	.334	2.898	.005

a. Dependent Variable: Employee performance

Source: SPSS Data Processing, 2024

Based on the results of the table above, the calculated t value (3.404)> t table (1.985) and sig (<0.001)> 0.05 are obtained, so it is concluded that the work environment has a significant effect on the performance of PT. Yorozu Automotive Indonesia employees.

Based on the results of the table above, the calculated t value (2.814)> t table (1.985) and sig (0.07)> 0.05 are obtained, so it is concluded that K3 has a positive but insignificant effect on the performance of PT. Yorozu Automotive Indonesia employees.

F Test (Simultaneous)

Table 14 F Test (Simultaneous)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	92.540	2	46.270	12.688	.000[b]
	Residual	222.444	61	3.647		
	Total	314.984	63			
a. Dependent Variable: Employee performance						
b. Predictors: (Constant), K3, Work environment						

Based on the results of table 14 above, the calculated f value is 12.688 and sig < (0.00). So it is concluded that there is a positive and significant influence of variables X1 and X2 simultaneously on Y so that H3 is accepted and H0 is rejected.

Discussion

Simultaneous Influence of Work Environment and K3 on Employee Performance

Based on the test results, a significant value of 0.01 was obtained for the work environment variable and a calculated t of 3,404 (<0.05), therefore H0 was rejected. Thus, it can be concluded that partially the work environment variable has an effect on employee performance. The research results of Sazly & Permana (2020); Siagian (2018); Naimah et al. (2023) prove that the work environment has an effect and has a positive relationship with employee performance.

The Influence of Occupational Health and Safety (K3) on Employee Performance

The results of the K3 test show a significant level of significance of 0.07, which means 2,814> 0.05. Thus, partially the K3 variable has an effect on employee performance. The research results of Siagian (2018); Purba & Sukwika (2021); Lazuardi et al. (2022) where there is a positive influence of K3 management practices on employee performance.

Simultaneous Influence Between Work Environment and K3 Variables on Employee Performance

Based on simultaneous hypothesis testing, it is proven that the work environment, occupational safety and health have a significant effect on employee performance at PT. Yorozu Autotive Indonesia, this is indicated by the F Calculation value> F table (12,688) and sig < (0.00)> 0.05 so that H0 is rejected. This means that improving the conditions of the work environment and K3 also have an impact on employee performance conditions, and vice versa. Furthermore, the results of the calculation of the coefficient of determination value obtained 1,000, meaning that the influence of the work environment and K3 simultaneously on employee performance is 1000%. In line with the research of Sazly & Permana (2020); Purba & Sukwika (2021); Lazuardi et al. (2022) which states that simultaneously occupational safety and health (K3) and the work

environment have a significant effect on employee performance. From another perspective, Sutrisno & Sukwika (2021); Sukwika & Riwayando (2022) explain that the work environment has a direct impact on employee health and safety and ultimately has a simultaneous impact on employee performance.

5. CONCLUSION

Based on the results that have been carried out regarding the variables of the Work Environment and K3 on Employee Performance at PT. Yorozu Automotive Indonesia. Based on the results of the calculation of the t-count value of 39,216 and the t-table value of 1.988. this means that the work environment has a significant influence on employee performance and Ho is rejected. The results of the observation show a positive influence between the employee work environment and employee performance. Based on the results of the calculation of the t-count value of 3.404 and the t-table value of 1.988. this means that K3 has a significant influence on employee performance. The results of the observation show a positive influence between K3 and employee performance. Based on the results of the calculation, the R value is 1,000, meaning that the closeness relationship between the independent variable (work environment) and the dependent variable (performance) is low because R is between 1,000. The R Square value is 1,000. The performance variable is determined by the independent variable, namely the work environment.

Implications; The importance of improving a good working environment in helping to improve employee performance, especially in terms of the availability of facilities in the workplace. The importance of improving a good and conducive working environment in helping to improve employee productivity in terms of air temperature in the workplace, security and lighting, supervision is needed so that every worker feels safe and comfortable without feeling disturbed and worried about using the equipment. Implementing a sense of openness between employees and company leaders and establishing a brotherly relationship between each employee, so that the work done can be according to the target or can exceed the target set by the company, because during the observation the researcher saw a lack of communication between employees and leaders.

LIMITATION AND STUDY FORWARD

Limitations study only focuses on the influence of work environment and occupational safety and health (K3) on employee performance at PT Yorozu Automotive Indonesia.

Future research could explore the influence of other factors beyond work environment and K3 that may impact employee performance, such as job satisfaction, organizational culture, leadership, or employee motivation. The study could be expanded to include employees from other automotive manufacturing companies to provide a more comprehensive understanding of the factors influencing employee performance in the industry. Longitudinal studies tracking changes in work environment, K3, and employee performance over an extended period could offer deeper insights into the dynamic relationships between these variables. Qualitative approaches such as in-depth interviews or focus groups could complement the quantitative survey data to gain richer, context-specific understandings of the mechanisms linking the work environment, K3, and employee outcomes. Future research could investigate potential mediating or moderating variables that may influence the relationships examined in this study, such as organizational commitment, job stress, or employee empowerment.

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