



## Influence Culture Organization, Environment Work as well as Occupational Safety and Health (K3) on Employee Performance Through Motivation Work at PT Sidomulyo Selaras Tbk

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**Abstract:** Study This aim For know Influence Culture organization, environment work, Health and Safety Occupational Health and Safety (K3) on Employee Performance Mediated by Motivation Work at PT Sidomulyo Selaras Tbk. Research methods This use quantitative. Population in study This as many as 150 employees fixed. Sampling techniques in study this using simple random sampling, with amount sample as many as 109 employees. Research data collected through distribution questionnaire. The data analysis method used was the Structural Equation Model – Partial Least Square (SEM-PLS). The research results show that: 1) Culture organization influential positive to performance employees, 2) Environment Work influential positive to performance employees, 3) Health and Safety Work (K3) has an impact positive to performance employees 4) Culture organization influential positive to performance employees mediated by motivation work 5) Environment Work influential positive and significant to performance employees mediated by motivation 6 ) Health and Safety Work (K3) has an impact positive and significant to performance employees mediated by motivation work. Contribution study This is findings that can be used as base from policy management source Power man in increase performance company.

**Keywords:** Culture Organization, Environment Work, Health and Safety Work (K3), Employee Performance, Motivation Work

### INTRODUCTION

Source Power man is one of the very important components in manage employees so they can increase productivity. With source Power good people, companies can create team solid, innovative and capable work face challenge Soelton et al (2021). Service industry transportation land is one of the sector important and decisive undertaking in support success a country. This sector give contribution big to economy through transportation goods, including material chemistry, which becomes part important in chain supply various industry, as well as creation field work. However, as time goes by with development industry service transportation land, challenge new ones also appeared, especially related with safety and health work (K3). Factors This hold role important in guard productivity and well-being employees of PT

Sidomulyo Selaras Tbk is one of the companies operating in the sector service transportation land, especially in transportation material chemistry dangerous. This company committed For implementing safety programs effective work to improve safety employees and ensure smoothness operational. As part important from chain supply industry, PT Sidomulyo face challenge big related risk accident high work consequence characteristic complex and risky work.

According to research conducted by Sari et al. (2022), the implementation of effective K3 programs in the sector service transportation land can reduce risk accident Work up to 30%, at once increase satisfaction work employees. This is achieved through regular training, evaluation risk, and monitoring sustainable to procedure safety work. Research this also shows that environment safe work contribute to the improvement productivity company.

study by Rahman and Putra (2021) stated that that implementation system management safety and health Work in a way consistent capable lower number accident Work up to 25% in two years last in a company service transportation land big in Indonesia.

## METHOD

Study This adopt approach quantitative with design research of a nature causal, namely For analyze connection cause and effect between existing variables. Based on opinion Sugiyono (2018), research causal aim For identify influence or connection cause and effect between two variables or more. In research This is for test the hypothesis proposed, used tool analysis SmartPLS (Partial Least Square) as statistical test methods.

Variables in research in essence refers to everything something determined by researchers For studied, which will later will give information related matter said. In a way theoretical, variable can defined as attribute from individual or objects that have variation between One with others. Variables are also related attributes with field science or activity certain (Sugiyono, 2016).

Operationalization variables explain variables to be researched, indicators used, scale measurement, as well as concepts that will be understood in research. The purpose of operationalization variables. This is For prevent misunderstanding in the research process and make it easier understanding about variables studied.

## RESULTS AND DISCUSSION

**Table 1. Total Employee By Gender**

No	Gender	Total (People)	Percentage
1	Male	109	100%
2	Female	0	0%
Total		109	100%

Based on the table above, all respondents in study this is men, with total number of 109 people or 100% of sample. There is no respondents woman in study this. This thing reflect that all over samples taken is driver at PT Sidomulyo Selaras Tbk, who plays a role important in operational transportation material chemistry dangerous. Domination man as driver can caused by characteristics work that requires ability physical, endurance work and skills special, including transportation fleet control and compliance to standard safety work (K3). This also shows structure power work in a bigger company dominated by men in position driver.

**Table 2. Respondents Based on Age**

No	Age	Total (People)	Percentage
1	20-30 year	37	34%
2	31-40 year	49	45%

3	41-50 year	23	21%
4	>50 year	0	0%
		100	100%

Based on the data in the table above, distribution age respondents driver at PT Sidomulyo Selaras Tbk show significant variation. The majority respondents be in range aged 31-40 years, namely as many as 49 people or approximately 44.95% of the total sample. Group age 20-30 years is amount the biggest second with 37 people or around 33.94%. Group age 41-50 years recorded as many as 23 people or around 21.1%.

**Table 3. Respondents Based on Education**

No	Education Type	Total (People)	Percentage
1	Junior High School	20	18%
2	Senior High School	86	79%
3	Diploma	3	3%
4	Bachelor	0	0%
	<b>Total</b>	<b>109</b>	<b>100%</b>

Based on the data in the table above, the majority respondents driver at PT Sidomulyo Selaras Tbk own level high school education, namely as many as 86 people or 79% of the total sample. The group with level junior high school education is in the order second, with total of 20 people or 18%. Meanwhile that, there were 3 people or 3% of respondents who had level Diploma education.

**Table 4. Hypothesis Testing**

No	Hypothesis	Original Sample	T Statistics	P Values	Description
H1	Organizational Culture -> Work Motivation	0.344	3.080	0.002	Positive and Significant
H2	Work Environment -> Work Motivation	0.292	2.680	0.006	Positive and Significant
H3	K3 -> Work Motivation	0.340	2.507	0.012	Positive and Significant
H4	Organizational Culture -> Employee Performance	0.486	3.563	0.000	Positive and Significant
H5	Work Environment -> Employee Performance	0.213	2.028	0.043	Positive and Significant
H6	K3 -> Employee Performance	0.287	1.974	0.048	Positive and Significant
H7	Work Motivation -> Employee Performance	0.326	2.739	0.006	Positive and Significant

### 1. Culture Organization Own Influence Positive and Significant to Motivation Work Employee

Based on results testing influence variables Culture Organization to Motivation Work Employees who have as shown in the table above, can known that p- value of 0.002 more small from level significant 0.05 with t- value is more than 3.080 big from t- table value 1.66, with path coefficient value 0.344. With thus can concluded that Culture Organization influential in a way positive and significant to Motivation Work Employees and that the results obtained has fulfil condition so that can stated that Hypothesis 1 in study This accepted.

### 2. Environment Work Own Influence Positive and Significant to Motivation Work Employee

Based on results testing influence variables Environment Work to Motivation Work Employees who have as shown in the table above, can known that p- value of 0.007 more small from level significant 0.05 with t- value is more than 2.680 big from t- table value 1.66, with

path coefficient value 0.292. With thus can concluded that Environment Work influential in a way positive and significant to Motivation Work Employees and that the results obtained has fulfil condition so that can stated that Hypothesis 2 in study This accepted.

### **3. Health and Safety Work (K3) Has Influence Positive and Significant to Motivation Work Employee**

Based on results testing influence Health and Safety variables Occupational Health and Safety (K3) towards Motivation Work Employees who have as shown in the table above , can known that p- value of 0.012 more small from level significant 0.05 with t- value is more than 2.507 big from t- table value 1.66, with path coefficient value 0.340. With thus can concluded that Health and Safety Work (K3) has an impact in a way positive and significant to Motivation Work Employees and that the results obtained has fulfil condition so that can stated that Hypothesis 3 in study This accepted.

### **4. Culture Organization Own Influence Positive and Significant on Employee Performance**

Based on results testing influence variables Culture Organization on Employee Performance that has been as shown in the table above, can known that p-value of 0.000 or more small from level significant 0.05 with t- value is more than 3.563 big from t- table value 1.66, with path coefficient value 0.486. With thus can concluded that Culture Organization influential in a way positive and significant on Employee Performance and that the results obtained has fulfil condition so that can stated that Hypothesis 4 in study This accepted.

### **5. Environment Work Own Influence Positive and Significant on Employee Performance**

Based on results testing influence variables Environment Work on Employee Performance that has been as shown in the table above , can known that p- value of 0.043 more small from level significant 0.05 with t- value is more than 2.028 big from t- table value 1.66, with path coefficient value 0.213. With thus can concluded that Environment Work influential in a way positive and significant on Employee Performance and that the results obtained has fulfil condition so that can stated that Hypothesis 5 in study This accepted.

### **6. Health and Safety Work (K3) Has Influence Positive and Significant on Employee Performance**

Based on results testing influence Health and Safety variables Occupational Health and Safety (K3) on Employee Performance that has been as shown in the table above, can known that p- value of 0.048 more small from level significant 0.05 with t - value is more than 1.974 big from t- table value 1.66, with path coefficient value 0.287. With thus can concluded that Health and Safety Work (K3) has an impact in a way positive and significant on Employee Performance and that the results obtained has fulfil condition so that can stated that Hypothesis 6 in study This accepted.

### **7. Motivation Work Own Influence Positive and Significant on Employee Performance**

Based on results testing influence variables Motivation Work on Employee Performance that has been as shown in the table above, can known that p- value of 0.006 more small from level significant 0.05 with t - value 2.739 more big from t- table value 1.66, with path coefficient value 0.326. With thus can concluded that Motivation Work influential in a way positive and significant on Employee Performance and that the results obtained has fulfil condition so that can stated that Hypothesis 7 in study This accepted.

**Table 5. Indirect Effect**

No	Hypothesis	Original Sample	T Statistics	P Values	Results	Description
H8	Organizational Culture -> Work Motivation -> Employee Performance	0.112	1.983	0.047	Positive and Significant	Partial Mediated
H9	Work Environment -> Work Motivation -> Employee Performance	0.095	2.039	0.041	Positive and Significant	Partial Mediated
H10	K3 -> Work Motivation -> Employee Performance	0.111	1.998	0.046	Positive and Significant	Partial Mediated

### 8. Culture Organization Own Influence Positive and Significant to Employee performance through Motivation Work

Based on results testing influence variables Culture Organization to Employee performance through Motivation Work which has as shown in the table above, can known that p- value of 0.047 more small from level significant 0.05 with t- value is more than 1.983 big from t- table value 1.66, with mark *path coefficient* 0.112. With thus can concluded that Motivation Work influential in a way positive and significant in mediate Culture Organization to Employee performance and that the results obtained has fulfil condition so that can stated that Hypothesis 9 in study This accepted.

### 9. Environment Work Own Influence Positive and Significant to Employee performance through Motivation Work

Based on results testing influence variables Environment Work on Employee Performance through Motivation Work that has been done as shown in the table above, can known that p- value of 0.041 more small from level significant 0.05 with t- value is more than 2.039 big from t- table value 1.66, with path coefficient value of 0.095. With thus can concluded that Motivation Work influential in a way positive and significant in mediate Environment Work on Employee Performance and that the results obtained has fulfil condition so that can stated that Hypothesis 9 in study This accepted.

### 10. Health and Safety Work (K3 Has Influence Positive and Significant to Employee performance through Motivation Work

Based on results testing influence Health and Safety variables Occupational Health and Safety (K3) on Employee Performance through Motivation Work that has been done as shown in the table above, can known that p- value of 0.046 more small from level significant 0.05 with t- value is more than 1.998 big from t- table value 1.66, with path coefficient value 0.111. With thus can concluded that Motivation Work influential in a way positive and significant in mediating Health and Safety Occupational Health and Safety (K3) on Employee Performance and that the results obtained has fulfil condition so that can stated that Hypothesis 10 in study This accepted.

## CONCLUSION

Based on results of the hypothesis test that have been conducted, research This show that culture organization own influence positive and significant to motivation work. This is caused by culture good organization can create environment supportive work, providing mark plus for employees, as well as increase the sense of togetherness and loyalty to organization. Culture strong and appropriate organization with values individual employee capable increase Spirit work, dedication, and desire For reach objective organization.

Based on hypothesis test results second (H2) conducted, research This show that environment Work influential positive and significant to motivation work. This is due to



environment conducive work can give comfort physical and psychological to employees, so that increase productivity and enthusiasm work they. Environment supporting work, such as adequate facilities, relationships harmonious work, as well as atmosphere positive work, can push employee For Work with more enthusiastic and focused to achievement objective organization.

Based on hypothesis test results third (H3) conducted, research This show that Health and Safety Work (K3) has positive and significant influence to motivation work. This is due to implementation of good K3 programs capable create a sense of security and comfort for employee in operate task they. When employees feel protected from risk accident work and earn supporting facilities health they, level satisfaction work and motivation For Work optimally tend to increase.

Based on hypothesis test results fourth ( H4) research conducted this show that culture organization influential positive and significant to performance employees. This is due to culture strong organization capable create structure clear work, increasing sense of responsibility answer, and give motivation to employee for contribute in a way maximum. culture supporting organizations innovation, collaboration, and values company can spur employee For achieve work targets with more effective and efficient.

Based on hypothesis test results fifth (H5) conducted, research this show that environment work influential positive and significant to performance employees. This is due to environment good job can create comfort physical and psychological for employees, so that they can Work optimally. Environment supportive work , good from aspect facilities, spatial planning and connection between employees, able increase focus, efficiency, and productivity work employee.

Based on hypothesis test results sixth (H6) conducted, research This show that health and safety work (K3) has an impact positive and significant to performance employees. This is due to effective implementation of K3 programs capable create a sense of security and comfort for employee in work. When employees feel protected from risk accident work and earn supporting facilities health they, they tend Work with more focused , productive, and efficient.

Based on hypothesis test results seventh ( H7) research conducted This show that motivation Work influential positive and significant to performance employees. This is due to level motivation high work push employee For try reach goals and targets that have been determined by the company. Motivation Work become driver main for employee For give performance best, good in matter quantity and quality work.

Based on hypothesis test results eighth ( H8) research conducted This show that culture organization influential positive and significant to performance employee through motivation work. This is due to culture good organization capable create environment supportive and inspiring work employee For reach objective they. Culture clear and consistent organization strengthen values company, so that increase motivation Work employees who ultimately impact on performance they.

Based on hypothesis test results ninth (H9) conducted, research This show that environment Work influential positive and significant to performance employee through motivation work. This is due to environment comfortable, safe and conducive work capable increase motivation employee in finish task they optimally. Environment supportive work, good in a way physique and psychological, creating atmosphere enjoyable and stimulating work employee For give performance best they.

Based on hypothesis test results tenth (H10) conducted, research This show that health and safety work (K3) has an impact positive and significant to performance employee through motivation work. This is due to implementation good K3 policy can increase the sense of security and comfort employee in work, which in turn can increase motivation they For Work more good. When employees feel protected from risk accident work and earn supporting

facilities welfare physique they, they will more motivated For Work with more focused and productive.

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