



Building Occupational Safety and Health (K3): Analysis of the Work Environment and Work Discipline

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Abstract: Literature Review Article Building Occupational Safety and Health (K3): Analysis of the Work Environment and Work Discipline is a scientific article that aims to build a research hypothesis on the influence between variables that will be used in further research, within the scope of Human Resource Management. The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this Literature Review article are that: 1) the work environment affects Occupational Safety; 2) Work Environment has an effect on Occupational Health; 3) Work Discipline affects Occupational Safety; 4) Work Discipline has an effect on Occupational Health; and 5) Occupational Safety affects Occupational Health.

Keywords: Work Environment, Work Environment, Occupational Safety, Occupational Health

INTRODUCTION

In carrying out work, there is no escape from work accidents, which cause the individual and the company to be harmed by this. The accident occurred due to the lack of attention of the organization or company regarding the implementation of K3 itself. So that workers only work according to their duties without neglecting their own safety and health. When there is a work accident, the company is required to bear the cost of the loss in accordance with the established regulations.

Formulation of the problem

Based on the background of the problem above, the researcher determines the formulation of the problem as follows:

1. Does the Work Environment affect Occupational Safety?
2. Does the Work Environment affect Occupational Health?

3. Does Work Discipline affect Occupational Safety?
4. Does Work Discipline affect Occupational Health?
5. Does Occupational Safety affect Occupational Health?

LITERATURE REVIEW

Occupational Safety

Occupational Safety is safety related to human work activities both in the manufacturing industry, which involves machines, equipment, material handling, steam aircraft, work tools and so on (Taryaman, 2016). Occupational Safety is a safety condition that is free from the risk of accidents and damage where we work which includes building conditions, machine conditions, safety equipment and worker conditions (Simanjuntak, 1994). Occupational safety refers to the protection of one's physical well-being against work-related injuries (Mathis & Jackson, 2002). Occupational Safety indicators, namely: Personal protective equipment, lighting in the workspace and safe working conditions (Samamur, 2005).

Occupational Safety has been widely studied by previous researchers, among others: (Agushinta & Wijaya, 2016), (Soputan, Sompie, & Mandagi, 2014), (Wijaya, Panjaitan, & Palit, 2015).

Occupational Health

Occupational health is a condition in which every worker is free from physical, mental, emotional or pain problems caused by the work environment (Warwich, 2004). Occupational Safety is one form of effort in establishing a safe, comfortable and healthy workplace so that it can reduce or be free from work accidents and occupational diseases which can ultimately increase work efficiency and productivity (Samanur, 2005). Occupational health indicators, namely: a healthy work space, the use of masks and a reasonable workload (Sama'mur, 2005).

Occupational health has been widely studied by previous researchers, including: (Hasibuan, 2017), (Salikunna & Towidjojo, 2011), (Hendrawan, 2019).

Work Environment

Work Environment is something that is around employees so that it affects someone to get a sense of security, comfort, and satisfaction in doing and completing the work that has been given (Anam, 2018). Work Environment is everything that is around employees and can have an effect on doing existing tasks (Nuraini, 2013). Work Environment is all the tools faced, the environment in which a person works, the method of work, as the influence of his work either as an individual or a group. Work Environment indicators, namely: lighting, temperature or air temperature at work, air humidity, air circulation, decoration, safety in the workplace and aroma at work (Sedarmayanti, 2004).

Work Environment has been widely studied by previous researchers, among others: (Ali, Sastrodiharjo, & Saputra, 2022), (Saputra & Mahaputra, 2022b), (M Rizky Mahaputra & Saputra, 2021).

Work Discipline

Work discipline is an individual's ability to work regularly, be diligent and do work in accordance with existing rules and do not violate established regulations (Hasibuan, 2016). Work discipline is a tool used by company managers in communicating with employees to be willing to change behavior and as a way to increase one's awareness in obeying applicable rules and norms (Rivai, 2019). Indicators of work discipline, namely: punctuality in coming

to work, punctuality in returning home, compliance with applicable regulations and responsibilities in doing tasks (Mangkunegara & Octorend, 2015).

Work discipline has been widely studied by previous researchers, including: (Narpati, 2017), (Arifin & Hermawan, 2022), (Elmi, Setyadi, Regiana, & Ali, 2016), (M Ridho Mahaputra & Saputra, 2021).

Table 1. Relevant Previous Research

No	Author (years)	Previous Research Results	Similarity with this article	Difference with this article
1	(Agushinta & Wijaya, 2016)	The Effect of Occupational Health and Safety on Employee Accidents	Discussing Occupational Health and Safety	There are differences in employee performance variables
2	(Soputan et al., 2014)	Occupational Health and Safety (K3) Risk Management (Case Study on the Construction of the Eben Haezar High School Building)	Discussing Occupational Health and Safety (K3)	There is a difference in the research locus, namely the Study on the Construction of the Eben Haezar High School Building
3	(Wijaya et al., 2015)	Evaluation of Occupational Health and Safety with the HIRARC Method at PT. Charoen Pokphand Indonesia	Discuss occupational health and safety	There is a difference in the research locus, namely PT Charoen Pokphand Indonesia
4	(Hasibuan, 2017)	The Effect of Occupational Health and Safety, Training and Teamwork on the Performance of Medical Workers at Budi Kemuliaan Hospital Batam	Discussing occupational health and safety	There is a difference in the research locus, namely at Budi Kemuliaan Hospital Batam
5	(Salikunna & Towidjojo, 2011)	Implementation of Occupational Health and Safety Management System at Pertiwi Maternity Hospital Makassar	Discussing occupational health and safety	The difference in the research locus is at Pertiwi Maternity Hospital Makassar
6	(Samahati, 2020)	The Effect of Occupational Health and Safety (K3) and Work Discipline on Productivity of Outsourced Employees at PT. PLN (Persero) UP3 Manado	Discussing occupational health and safety	There is a difference in the research locus, namely PT PLN (Persero) UP3 Manado
7	(Mohammad Y, Lisbeth, & Lucky O.H, 2014)	Implementation of Occupational Health and Safety Programs and Providing Incentives for Employee Performance Ud. The Milky Way of Malalayang	Discussing occupational health and safety	There is a difference in the research locus, namely at UD Sinar Sakti Malalayang

RESEARCH METHODS

The method of writing scientific articles is the qualitative method and literature review (Library Research). Assessing theory and the relationship or influence between variables from books and journals both offline in the library and online sourced from Mendeley, Google Scholar and other online media.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory, (Ali & Limakrisna, 2013). In the next stage, it will be discussed in depth in the section entitled "Related literature" or "library review" (Review literature), as the basis for formulating hypotheses and in the final stage these two literatures become the basis for comparing the results and findings. -findings revealed in research (H. Ali & Limakrisna, 2013).

DISCUSSION

Based on the literature review and relevant previous research tables, the following discussion is discussed:

1. Effect of Work Environment on Occupational Safety

Work Environment relates to Occupational Safety, where the Work Environment must be designed as neat and clean as possible. With the aim of making workers comfortable and making it easier to move or do their work. A clean work environment is also an effort to avoid work accidents, if the work environment is dirty, slippery and narrow, it can cause work accidents. In addition, maintaining the function of the tools and machines used in work is also a form of Occupational Safety measures (Putra, Yandi, & Maharani, 2020).

Work Environment affects Occupational Safety, this is in line with research conducted by: (Hermawan, 2022), (Saputra & Mahaputra, 2022a), (Putra et al., 2020).

2. Effect of Work Environment on Occupational Health

Work Environment affects Occupational Health, where a clean and tidy Work Environment in addition to making workers feel comfortable in carrying out their work, can also have a good impact on occupational health. A work environment that is always cleaned of dust and dirt will prevent its workers from getting sick. Then good air circulation also has an impact on occupational health and increases employee concentration (Suparman Dadang H, 2020).

Work Environment has an effect on Occupational Health, this is in line with research conducted by: (Suparman Dadang H, 2020), (M Rizky Mahaputra & Saputra, 2021).

3. Effect of Work Discipline on Occupational Safety

Work discipline affects Occupational Safety, where one of the indicators of work discipline is always obeying existing regulations. This means that workers who apply work discipline will minimize the occurrence of work accidents, which are usually caused by the negligence of the workers themselves (Azhar, Nurdin, & Siswadi, 2020).

Work Discipline affects Occupational Safety, this is in line with research conducted by: (Azhar et al., 2020), (Ilhamalimy & Mahaputra, 2021).

4. Effect of Work Discipline on Occupational Health

Work discipline is related to Occupational Health, where one indicator of work discipline is to go home on time. This means that by applying workers to go home on time, it

will speed up their time to rest, so that the next day it will affect productivity due to good and regular employee activity patterns (Rizky, Prastio, & Nasution, 2021).

Work Discipline has an effect on Occupational Health, this is in line with research conducted by: (Agushinta & Wijaya, 2016), (Rizky et al., 2021).

5. Effect of Occupational Safety on Occupational Health

Occupational Safety affects Occupational Health, where every worker who carries out his/her safety by using personal protective equipment, cover masks and gloves. Will protect himself from the dangers of the impact of chemicals or particles of production materials. The impact of chemicals used in the manufacturing process is certainly very harmful to the human body, either directly or indirectly. Therefore, Occupational Safety has an effect on occupational health (Agushinta & Wijaya, 2016).

Occupational Safety affects Occupational Health, this is in line with research conducted by: (Mohammad Y et al., 2014), (Samahati, 2020).

Conceptual Framework

Based on the literature review and the discussion above, the researcher determines the conceptual framework as follows:

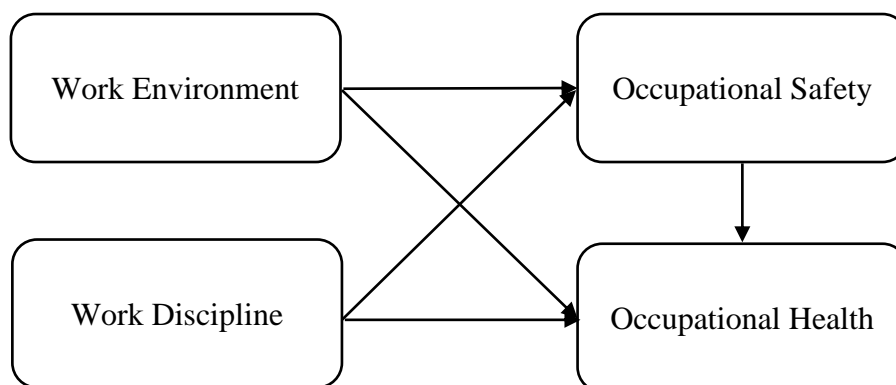


Figure 1: Conceptual Framework

Based on the conceptual framework above, Work Environment and Work Discipline relate to Occupational Health and Safety. Apart from the 3 variables above, there are other variable factors related to Occupational Safety and Health, namely:

- 1) Education: (M Ridho Mahaputra & Saputra, 2021), (Karsono, 2018), (Saputra, 2022), (Karsono, Suraji, & Sastrodiharjo, 2022), (Riyanto, Adila, & Ali, 2017), (Agussalim, Ndraha, & Ali, 2020), (Saputra & Ali, 2021), (Hairiyah & Ali, 2017).
- 2) Motivation: (Ali, 2019), (Sulistiorini & Ali, 2017) (M Rizky Mahaputra & Saputra, 2021), (Thanh Nguyen, Ali, & Agung Hudaya, 2019), (Syauket, Karsono, & Atmoko, 2022), (Suharyono & Ali, 2015), (Putri Primawanti & Ali, 2022), (Anggit & Setyorini, 2022), (Atmoko & Noviriska, 2022), (Noviriska, 2019), (Sudiantini, 2020a).
- 3) Workload: (Maharani & Saputra, 2021), (Sitio & Ali, 2019), (Ali et al., 2022), (Mappesona, Ikhsani, & Ali, 2020), (Agussalim, Ayu Rezkiana Putri, & Ali, 2016), (Kainde, Saimima, & Yurnal, 2021), (Yurnal, 2018), (Apriyani, Roberta, Pribadi, & Ainun, 2022), (Pujiyono, Arfian, & Subiyakto, 2021).
- 4) Supervision: (Saputra & Mahaputra, 2022b), (Ikhsani & Ali, 2017), (Saputra & Mahaputra, 2022a), (Sari & Ali, 2022), (Hernikasari, Ali, & Hadita, 2022), (Yurnal & Ihsan, 2019), (Riyani, Sitanggang, & Novrian, 2008), (Riyani et al., 2008), (Supriyadi et

al., 2019), (Usman, Kadiyono, Sulastiana, & Harding, 2021), (Arfian, Kadiyono, Sulastiana, & Harding, 2020), (Sudiantini, 2020b).

CONCLUSION AND RECOMMENDATION

Conclusion

Based on literature review, relevant research and discussion, the researcher concludes this research as follows:

1. Work Environment has an effect on Occupational Safety.
2. Work Environment has an effect on Occupational Health.
3. Work Discipline has an effect on Occupational Safety.
4. Work Discipline has an effect on Occupational Health.
5. Occupational Safety has an effect on Occupational Health.

Recommendation

Based on the conclusion above, that the variables of Work Environment and Work Discipline have an effect on Occupational Safety and Health (K3). For this reason, every company or organization needs to improve the condition of the Work Environment in order to minimize work accidents so as to create Occupational Safety. Then the company or organization needs to improve the work discipline of each employee in order to create occupational health.

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