



PT. Haleyora Power Bandung's Employee Work Productivity

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Article Info	Abstract
Article History Received: 2022-05-15 Revised: 2022-06-22 Published: 2022-07-02 Keywords: <i>Safety; Occupational Health; Communication; Work productivity; Employee.</i>	Employees at the company have a responsibility in carrying out all company actions that have duties related to all company activities. PT. Haleyora Power Bandung has implemented an occupational safety and health (K3) program to minimize work accidents that may occur to employees who work directly in the field as well as good communication between the company and employees. But the problem that occurs is the level of work productivity of employees at PT. Haleyora Power Bandung can be said to be low because the target given by the company is not achieved. This study aims to determine how occupational safety and health (K3), communication, and work productivity of employees at PT. Haleyora Power Bandung and to find out how occupational safety and health (K3) and communication influence employee productivity at PT. Haleyora Power Bandung, either partially or simultaneously. The research method used is descriptive and verification methods. The sample used in this study were all employees of PT. Haleyora Power Bandung. Data processing is done by using multiple linear regression, analysis of the coefficient of determination, and testing hypotheses. Based on the results of the study, it can be said that there is an influence between occupational safety and health (K3) at PT. Haleyora Power Bandung and the influence of communication on employee productivity at PT. Haleyora Power Bandung as well as occupational safety and health (K3) and communication simultaneously affect the work productivity of employees at PT. Haleyora Power Bandung.
Artikel Info	Abstrak
Sejarah Artikel Diterima: 2022-05-15 Direvisi: 2022-06-22 Dipublikasi: 2022-07-02 Kata kunci: <i>Keselamatan; Kesehatan Kerja; Komunikasi; Produktivitas Kerja; Karyawan.</i>	Karyawan di perusahaan memiliki tanggung jawab dalam menjalankan segala tindakan perusahaan yang mempunyai tugas terkait dengan seluruh kegiatan perusahaan. PT. Haleyora Power Bandung telah menerapkan program keselamatan dan kesehatan kerja (K3) untuk meminimalisir kecelakaan kerja yang mungkin terjadi pada karyawan yang bekerja langsung di lapangan serta komunikasi yang baik antara perusahaan dengan karyawan. Namun permasalahan yang terjadi adalah tingkat produktivitas kerja karyawan pada PT. Haleyora Power Bandung bisa dikatakan rendah karena target yang diberikan perusahaan tidak tercapai. Penelitian ini bertujuan untuk mengetahui bagaimana keselamatan dan kesehatan kerja (K3), komunikasi, dan produktivitas kerja karyawan pada PT. Haleyora Power Bandung dan untuk mengetahui pengaruh keselamatan dan kesehatan kerja (K3) serta komunikasi terhadap produktivitas kerja karyawan pada PT. Haleyora Power Bandung, baik sebagian maupun bersamaan. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif. Sampel yang digunakan dalam penelitian ini adalah seluruh karyawan PT. Haleyora Power Bandung. Pengolahan data dilakukan dengan menggunakan regresi linier berganda, analisis koefisien determinasi, dan pengujian hipotesis. Berdasarkan hasil penelitian dapat dikatakan bahwa terdapat pengaruh antara keselamatan dan kesehatan kerja (K3) pada PT. Haleyora Power Bandung dan pengaruh komunikasi terhadap produktivitas kerja karyawan pada PT. Haleyora Power Bandung serta keselamatan dan kesehatan kerja (K3) dan komunikasi secara simultan berpengaruh terhadap produktivitas kerja karyawan pada PT. Haleyora Power Bandung.

I. INTRODUCTION

The function of a group of workers in an enterprise has a crucial function withinside the sustainability of the enterprise's sports and sports. The group of workers may be known as personnel or human sources who force the

enterprise's wheels. Leaders withinside the enterprise have a function in figuring out rules and because the holder of enterprise control, however, the sustainability of the enterprise could be very dependent on collaboration or desirable members of the family among

personnel and enterprise leaders. Employees on the enterprise have a duty in wearing out all enterprise movements which have obligations associated with all enterprise sports. Human sources have responsibilities that ought to be carried out, which include doing a great job, complying with enterprise rules, and growing peace of mind. PT. Haleyora Power is a subsidiary of PT. PLN (Persero) is engaged in Operation & Maintenance at the Electricity Transmission and Distribution community which became hooked up on October 18, 2011. PT. Haleyora Power operates in Sumatra, Java, and Bali. PT. Haleyora Power is capable of offering offerings with world-magnificence standards, wherein in 2024, PT. Haleyora Power can be a fashion setter and chief for groups engaged in operations and upkeep withinside the transmission and distribution zone in Indonesia and Southeast Asia, the item of this research, particularly PT. Haleyora Power West Java Branch that is placed at JL. PHH Mostofa No. 45, Neglasari, Cibeunying Kaler, Bandung City, PT. Haleyora Power Bandung has an excessive well-known of labor in finishing its work. Therefore, the agency presents occupational protection and health (K3) ensure for its personnel that allows you to attain the agency's goals. In addition, there's usually proper communicate among PT. PLN (Persero) and PT. Haleyora Power Bandung. Occupational protection and fitness (K3) is a circumstance where an employee feels secure in the place of business this is loose from disturbances that could reason short-time period and long-time period effects, spiritually and physically. According to Sopiah and Etta (2018:324), handling occupational fitness and protection is a must. Managing a wholesome and secure place of business and minimizing occupational fitness and protecting dangers to the most is the duty of everyone (leaders and subordinates) withinside the organization. However, consistent with organizational duty lies with the management of the organization, the reason for supplying occupational protection and fitness (K3) is to preserve the fitness and protection of the painting's environment. Besides that, it could additionally guard co-workers, workers' families, purchasers, and different folks that can also additionally affect the situations of the painting's environment (Sinambela, 2018: 360). PT. Haleyora Power Bandung has carried out an Occupational Health and Safety Management System (K3) according to the Manpower Act No. thirteen of 2203, Article 86

paragraph 1 which includes that each employee/ want has the proper to acquire safety for occupational protection and fitness (K3), morals and decency and remedy according to with human dignity and values in addition to spiritual values. Paragraph 2 includes guarding the protection of workers/desires to recognize foremost paintings productiveness that's accomplished so that it will paintings protection and fitness. Researchers gift statistics on painting injuries that happened at PT. Haleyora Power Bandung, which can be as follows:

Table 1. Work Accident Case Data at PT. Haleyora Power Bandung

Year's	Total Incident		
	Accident	Near Miss	III Health
2019	1	5	2
2020	0	3	1
2021	0	1	0

Source: PT. Haleyora Power Bandung, 2022

Information:

Accident: Events that motivate work-associated illness, disability, demise, or injury, inclusive of falling from a top and being electrocuted to demise.

Near Miss: Events that don't bring about injury, work-associated injury, incapacity, or death, along with slipping at the same time as mountain climbing stairs or slipping at the same time as descending stairs.

III Health: Physical or intellectual situations resulting from painting sports and detrimental painting surroundings situations, including shifting objects that aren't according with techniques ensuing in harm to frame parts.

Based on desk 1. Regarding the facts on painting injuries at PT. Haleyora Power Bandung, that over the last 3 years the range of labor coincidence instances at PT. Haleyora Power Bandung keeps enjoying a decline, each in injuries, close to misses, and III health, this suggests that injuries and occupational health (K3) that passed off at PT. Haleyora Power Bandung is assessed as low due to the fact the corporation continually presents protecting devices to save painting injuries from taking place and the corporation presents painting coincidence advantages and presents medical health insurance for all employees. With the low painting injuries that occur, it's far predicted that

worker painting's productiveness can run optimally. These studies are supported by preceding studies performed by Prabowo et al. (2020), that occupational protection and health (K3) affect worker paintings productiveness in addition to preceding studies performed by Rosento et al. (2021), that occupational protection and health (K3) has a power on worker paintings productiveness. It may be stated that there's a superb or unidirectional effect between occupational protection and health (K3) on worker paintings' productiveness. Different elements are concepts to affect worker productiveness, particularly communicate. According to Firmansyah and Acep (2016: 31), a communicate is a technique of sending and receiving statistics or messages among or greater human beings powerfully, so that the message in query may be understood and understood. Communication is a multi-that means concept. The means of communicate may be prominent primarily based totally on communicate as a social technique, communicate in this means is withinside the context of social science (Sutrisno, 2017:17), the communicate that exists among PT. Haleyora Power Bandung and its personnel paintings nicely so that there may be no omitted communicate among the agency and personnel. Employees of PT. Haleyora Power Bandung is a worker who is going without delay to the sector if there are issues associated with power. Therefore, PT. PLN (Persero) will deliver to PT. Haleyora Power Bandung if there are issues concerning power and PT. Haleyora Power Bandung will at once offer statistics to personnel of PT. Haleyora Power Bandung. Researchers carried out interviews with numerous personnel of PT. Haleyora Power Bandung said that there has been proper communicate among PT. PLN (Persero) with PT. Haleyora Power Bandung and transport of a clean message given through PT. Haleyora Power Bandung to personnel concerning the barriers that occur. That is the communicate that exists among PT. Haleyora Power Bandung with personnel may be stated to be proper and is anticipated to boom worker productiveness. This study is supported by preceding studies carried out by Muhammad et al. (2022), that communicate partly influences worker paintings productiveness, and former studies carried out by Mardani (2020), that the communicate variable has a power on worker paintings productiveness.

According to Hasibuan in Busro (2018: 340), productiveness is a contrast between output

(results) and inputs (inputs). If productiveness increases, it'll grow efficiency (time, cloth, and labor) and painting systems, manufacturing strategies, and growth withinside the competencies of the workforce. According to Ravianto in Sumual (2017:119), some elements affect productiveness, particularly education, competencies, motivation, paintings safety, health, technology, discipline, paintings ethics, and so on. Increased productiveness will make it less complicated for the agency to reap the preferred goals. Therefore, organizations should pay near interest to worker productiveness. Researchers gift records on paintings' productiveness.

Table 2. Employee Work Productivity Data at PT. Haleyora Power Bandung Throughout 2021

Month's	Numb er of Empl oyees of Surve yor	Numb er of Work In Each Rayon Per Month	Work Target Per Month (Substati on)	Total Produc tivity (Substa tion/Pe rson)
January	85	90	100	1,06
February	85	92	100	1,08
March	85	88	100	1,03
April	85	80	100	0,94
May	85	82	100	0,96
June	85	83	100	0,98
July	85	93	100	1,09
August	85	89	100	1,05
September	85	81	100	0,95
October	85	86	100	1,01
November	85	91	100	1,07
December	85	87	100	1,02

Source: PT. Haleyora Power Bandung, 2022

Based on desk 2. concerning the paintings productiveness facts of personnel at PT. Haleyora Power Bandung at some point in 2021, suggests that average worker productiveness at PT. Haleyora Power Bandung has in no way reached the goal of labor in line with the month (Gardu) and tends to lower. This lower is because of the problem of the drawing procedure withinside the ArcGIS utility as it calls for an excessive degree of accuracy withinside the drawing, so that in case you region the pole factors incorrectly withinside the image, the electric connectivity, and oracle will now no longer achieve success on the time of finishing. Of the numerous elements which might be notion to affect the decline in worker productiveness, the researchers targeted the elements of occupational protection and health (K3) and communication. Based on the phenomenon that has been defined by researchers that occupational protection and

health (K3) furnished through PT. Haleyora Power Bandung may be stated to be properly due to the shortage of labor injuries that arise whilst personnel of PT. Haleyora Power Bandung works within the discipline due to the whole device and paintings safety utilized by personnel in addition to properly communicate among the employer or superiors to personnel who paintings without delay within the discipline. However, the principal trouble lies within the painting's productiveness of PT. Haleyora Power Bandung has a tendency to lower each month in 2021 because of now no longer reaching the month-to-month paintings target (Gardu). These studies are supported by preceding studies performed by Astutik and Sandra (2019), that communicate, motivation, and occupational protection and health (K3) concurrently affect worker paintings productiveness.

II. METHOD

The study technique used in this take a look at is a descriptive-verification technique. According to Sugiyono (2019:48), the descriptive technique is a study performed to decide the life of impartial variables, both handiest on one or greater variables (stand-on my variables) without making comparisons and seeking out relationships among those variables and different variables, even as the verification technique in step with Sugiyono (2019:38), is a take a look at performed on a specific populace or pattern to check out the speculation that has been formerly set with the aid of using the researcher.

III. FINDINGS AND DISCUSSION

1. Analysis of Multiple Linear Regression

Multiple linear regression evaluation is used to expect the based variable while the unbiased variable is extended or decreased. From the records processing that has been done, the subsequent effects are obtained:

Table 3. Linear Regression Analysis Results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	.079	.401		.196	.845
X1	.321	.106	.303	3.032	.003
X2	.581	.118	.491	4.918	.000

a. Dependent Variable: Y

Source: Data Processing Results From SPSS 20.0

From the desk above, the subsequent equation is obtained:

$$Y = 0,079 + 0,321X_1 + 0,581X_2$$

From the outcomes of a couple of linear regression equations, every variable may be interpreted as follows:

- The regular price has a fantastic signal of 0.079 which shows if the variables of occupational protection and health (K3) and conversation, there's no alternate or identical to 0, then the employee's paintings productiveness is 0.173.
- The occupational protection and health (K3) variable has a fantastic regression coefficient of 0.321, because of this if the price of X_1 (occupational protection and health (K3) modifications with the belief that the conversation variable is fixed, then the employee's paintings productiveness will alternate via way of means of 0.321.
- The conversation variable has a fantastic regression coefficient of 0.581, because of this if the X_2 (conversation) price modifications with the belief that the occupational protection and health (K3) variable remains, then the employee's paintings productiveness will enjoy an alternate of 0.581.

2. Analysis of the Coefficient of Determination

The coefficient of determination is used to determine the strength of the relationship between variables. The coefficient of determination analysis findings are shown in the table below:

Table 4. Analysis of the Coefficient of Determination

Correlations			
	X1	X2	Y
X1	Pearson Correlation	1	.650**
	Sig. (2-tailed)		.000
	N	85	85
X2	Pearson Correlation	.650**	1
	Sig. (2-tailed)	.000	.000
	N	85	85
Y	Pearson Correlation	.622**	.688**
	Sig. (2-tailed)	.000	.000
	N	85	85

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Data Processing Results From SPSS 20.0

To calculate how a good deal influence (contribution) given through occupational protection and health (K3) (X1) on worker paintings productivity (Y) at PT. Haleyora Power Bandung partly may be recognized thru the coefficient of determination (Kd), with the formula:

$$\begin{aligned} Kd &= r^2 \times 100\% \\ &= (0,622)^2 \times 100\% \\ &= 38,69\% \end{aligned}$$

The coefficient of determination (Kd) is 38.69% because of this that occupational protection and health (K3) (X1) has an impact on worker productivity (Y) at PT. Haleyora Power Bandung amounted to 38.69% even as the final 61.31% turned into encouraged through different variables now no longer tested in this study, consisting of compensation, workload, painting surroundings, and so on. Then the coefficient of communicate determination (X2) on worker paintings productivity (Y) at PT. Haleyora Power Bandung partly is as follows:

$$\begin{aligned} Kd &= r^2 \times 100\% \\ &= (0,688)^2 \times 100\% \\ &= 47,33\% \end{aligned}$$

The coefficient of determination (Kd) is 47.33% because of this that communication (X2) has an impact on worker productivity (Y) at PT. Haleyora Power Bandung is 47.33% even as the ultimate 52.67% is motivated through different variables now no longer tested in this study, which includes compensation, workload, painting surroundings, and so on. The simultaneous calculation is to calculate how a lot of influence (contribution) is given through occupational protection and health (X1) and communication (X2) on worker paintings productivity (Y) at PT. Haleyora Power Bandung may be visible by searching on the price of R square withinside the desk version summary.

Table 5. Analysis of the Coefficient of Determination Simultaneously

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.726 ^a	.527	.515	.45131

a. Predictors: (Constant), X2, X1

Source: Data Processing Results From SPSS 20.0

Based on the effects of the SPSS output in desk 5, the R rectangular cost is 0.527 or

52.70%. Simultaneously the big influence (contribution) among occupational protection and health (K3) (X1) and communication (X2) on worker productivity (Y) at PT. Haleyora Power Bandung together amounted to 52.70% whilst the closing 47.30% turned into prompted through different variables now no longer tested in this study.

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Table 6. Test of Partial Hypothesis (t Test)

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Const ant)	.079	.401		.196	.845
	X1	.321	.106	.303	3.032	.003
	X2	.581	.118	.491	4.918	.000

a. Dependent Variable: Y

Source: Data Processing Results From SPSS 20.0

a) Partial Hypothesis Testing X₁

From desk 6. above, it could be visible that the count price acquired with the aid of using the occupational protection and fitness variable (K3) (X₁) is 3.032. This price might be in comparison with the t_{table} price withinside the t distribution desk. With = 0.05, df = n-k-1 = 85-2-1 = 82, the t_{table} price for the two-birthday birthday celebration take a look at is 1.989. From the values above, it could be visible that the tcount price acquired with the aid of using the occupational protection and fitness variable (K3) (X₁) is 3.032 > t_{table} 1.989. Thus it could be concluded that there's a power between occupational protection and fitness (K3) (X₁) in the paintings productiveness of employees (Y) at PT. Haleyora Power Bandung.

b) Partial Hypothesis Testing X₂

From desk 6. above, it could be visible that the tcount price acquired with the aid of using the worker productiveness variable (X₂) is 4.918. This price might be in comparison with the t_{table} price with inside the t distribution desk. With = 0.05, df = n-k-1 = 85-2-1 = 82, the t_{table} price for the two-birthday birthday celebration take a look at is 1.989. From the values above, it could be visible that the tcount price acquired with the aid of using the occupational protection and fitness variable (K3) (X₂) is 4.918 > t_{table} 1.989. Thus it could be concluded that there's a

power between communication (X_2) on worker paintings productiveness (Y) at PT. Haleyora Power Bandung.

4. Simultaneous Hypothesis Testing (F Test)

Table 7. Simultaneous Hypothesis Test Results (Test F)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	18.605	2	9.302	45.672	.000 ^b
Residual	16.702	82	.204		
Total	35.307	84			

a. Dependent Variable: Y
b. Predictors: (Constant), X_2 , X_1

Source: Data Processing Results From SPSS 20.0

Based on desk 7. above, it may be visible that the price of Fcount is 45,672. This price may be as compared with the Ftable price withinside the distribution desk F. With $\alpha = 0.05$, $df_2 = n-k-1 = 85-2-1 = 82$, the F_{table} is 3,11. Thus $F_{count} 45,672 > F_{table} 3,11$ so that H_a is widely widespread and H_0 is rejected. This indicates that there may be a large impact on occupational protection and health (K3) (X_1) and communication (X_2) on worker paintings productivity (Y) at PT. Haleyora Power Bandung.

IV. CONCLUSIONS AND SUGGESTIONS

A. Conclusions

Based on the evaluation and dialogue of occupational protection and health (K3) and communicate on worker productiveness at PT. Haleyora Power Bandung, it may be concluded as follows:

1. The variable of occupational protection and health (K3) at PT. Haleyora Power Bandung may be stated to be true. Communication variable at PT. Haleyora Power Bandung may be stated to be true and the worker productiveness variable at PT. Haleyora Power Bandung may be stated to be sufficient.
2. Based on the consequences of speculation testing, it become observed that the variables of occupational protection and health (K3) affect the paintings productiveness of personnel at PT. Haleyora Power Bandung.
3. Based on the consequences of speculation testing, it's far observed that the communicate variable influences the painting's productiveness of personnel at PT. Haleyora Power Bandung.

4. Based on the consequences of speculation testing, it's far observed that the variables of occupational protection and health (K3) and communicate affect the paintings productiveness of personnel at PT. Haleyora Power Bandung.

B. Suggestions

From the conclusions approximately what has been described, the authors offer tips primarily based totally on the effects of the research, particularly as follows:

1. Steps that may be taken to enhance occupational protection and fitness (K3) may be executed in a way, the enterprise ought to constantly reply speedily if a worker has a coincidence at paintings due to the fact occasionally numerous methods ought to be surpassed via way of means of personnel who have a coincidence if need to be handled immediately.
2. Steps that may be taken to enhance communicate once more may be executed in a way, superiors ought to be greater open to constantly be given criticism, enter and pointers submitted and given via way of means of personnel so that communicate among superiors and personnel may be hooked up properly.
3. Steps that may be taken to grow worker productiveness may be executed via way of means of offering incentives to every worker because the only shape of motivation in growing worker productiveness, the shape of offering extra vacations for personnel who're inclined to paintings over time, offering fitness applications to lessen worker productiveness. Variety of unwell days and so forth.
4. For similar researchers, pointers that may be given associated with this studies are anticipated to researchers to feature measuring gear to the based variable, including compensation, workload, painting surroundings, and so forth as a measuring device for worker paintings productiveness to achieve greater correct results.

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