

THE EFFECT OF OCCUPATIONAL SAFETY AND HEALTH, COMPENSATION AND WORK STRESS ON JOB SATISFACTION

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ABSTRACT

This study aims to explain the effect of occupational safety and health, compensation, and job stress on job satisfaction. Respondents in this study were janitors in the waste transportation sector of the Denpasar City Environment and Hygiene Service. The sampling technique used probability sampling with simple random sampling technique taken by respondents as many as 77 people. Data collection methods used are observation, interviews and questionnaires. This study uses multiple linear regression analysis techniques. The results showed that occupational safety and health had a significant positive effect on job satisfaction, compensation had a significant positive effect on job satisfaction and job stress had a significant negative effect on job satisfaction. The implications of this research are expected to provide tangible benefits for interested parties and become an additional reference for further research on occupational safety and health, compensation, and work stress.

Keyword: Occupational Safety And Health, Compensation, Job Stress, Job Satisfaction.

1. INTRODUCTION

Occupational safety and health are very important in the conditions of the COVID-19 pandemic that is happening around the world. According to Michaels (2020) in his research, every workplace needs a clear COVID-19 prevention plan that includes the following: scheduling and design of workspaces that should avoid crowds and allow physical distancing; PPE such as masks and respirators when needed; improved ventilation; hand sanitation and adequate facilities for washing; and disinfection of potentially contaminated surfaces. This can maintain the health of employees at work and can reduce the potential for the spread of the coronavirus within the scope of their work. In line with the implementation of the safety and health program in the work unit of the Denpasar City Environment and Hygiene Service, the waste transportation sector was studied in this study. The waste transportation sector has a high safety and health risk because it is directly related to waste and an open work environment. The risk of various diseases can be caused by the waste itself which contains bacteria, chemicals and harmful substances. Besides, the risk of minor work accidents such as slipping, falling, and injured by sharp objects (broken glass, thorns and nails) to the risk of serious accidents such as broken bones. This high occupational safety and health risk needs attention for agencies by increasing the implementation of occupational safety and health programs.

Wibowo (2016) said that occupational safety and health is one of the maintenance programs in the company. The implementation of occupational safety and health programs for employees is very important because it aims to create a safety system and work unit by involving elements of management, labor, working conditions and an integrated work environment in order to reduce

work accidents. According to Majdabadi (2022), his research findings confirm a positive and significant relationship between occupational health management and job satisfaction of employed farmers and indicate that the implementation of occupational safety and health programs in jihadi agricultural organizations can affect employment. Job satisfaction and occupational health management in the Agricultural Jihad Organization are relatively favorable among farmers in Zabol city. It is said that there is a relationship between occupational health management and job satisfaction, that the implementation of programs related to the occupational health and safety management system.

Employee job satisfaction is also influenced by the compensation provided by the company. According to Sudana (2015) compensation is a form of appreciation or remuneration provided by the organization to its employees, both in the form of financial and goods and services so that employees feel valued at work. The more appropriate the compensation with the work provided by the company to its employees, the higher the job satisfaction felt by employees (Mahendrawan, 2015). Adelia's research (2016) shows that compensation has a positive effect on job satisfaction at Dharma Kerti Tabanan Hospital, which means that if compensation increases, employee satisfaction at Dharma Kerti Tabanan Hospital will increase. Providing appropriate compensation can increase the job satisfaction of garbage collectors, thereby increasing performance and contribution to the Denpasar City Environment and Hygiene Service (DLHK).

The working environmental conditions of the Denpasar City Environment and Hygiene Service (DLHK) garbage collectors, high mobility on the highway, unpredictable weather conditions and the workload of increasing the amount of waste on certain days usually this increase reaches two times which causes the officers to work harder. This allows the occurrence of work stress. Pratama (2015) defines that job stress is a situation experienced by an employee that can put pressure on doing work, thus affecting thinking patterns, one's condition and emotions. Work stress is an interaction between working conditions and the characteristics of employees who work that changes normal physical, psychological and behavioral functions that come from job demands that exceed the employee's ability (Puspita Sari, 2017). Research by Ariana (2016) says that there is a negative and significant effect between job stress on employee job satisfaction. This indicates that the higher job stress will reduce employee job satisfaction.

Azhari's research (2017) shows that occupational safety and health (K3) has a positive and significant effect on employee job satisfaction at CV Mulya Abadi Pekanbaru. Indrawati (2017) shows that the application of K3 has a significant positive effect on job satisfaction and organizational commitment to the cleaning staff of the Denpasar City Parks and Hygiene Service. Aritama Negara (2021) in his research showed that occupational safety and health had a significant positive effect on job satisfaction at PT. Tirta Investama. Alit Putra's research (2022) states that occupational safety and health have a significant positive effect on job satisfaction in CV. Bali Image Collection in Batubulan, Gianyar. According to Majdabadi (2022) in his research stated a positive and significant relationship between occupational health management and job satisfaction of employed farmers and showed that the implementation of occupational safety and health programs in jihadi agricultural organizations can affect employment. Job satisfaction and occupational health management in the Agricultural Jihad Organization are relatively favorable among farmers in Zabol city.

H1: Occupational safety and health have a positive and significant effect on job satisfaction

Mahendrawan's research (2015) states that compensation has a positive effect on job satisfaction

at PT. PD which means that the more appropriate the compensation with the work provided by the company to its employees, the higher the job satisfaction felt by employees. Research by Yaseen (2013) on the Effect of Compensation Factors on Employee Satisfaction- A Study of Doctor's Dissatisfaction in Punjab, states that compensation has a significant positive effect on employee job satisfaction. Nugraha (2016) based on the results of his research that it is known that compensation has a positive and significant effect on job satisfaction of PT. TELKOM South Bali area. The results of research from Permana (2021) on The effect of compensation and career development on lecturer job satisfaction stated that compensation has a positive and significant effect on job satisfaction. Puspita Sari (2017) in her research shows that compensation has a positive and significant effect on job satisfaction. This means that if the compensation given increases, then employee job satisfaction will also increase. Research by Daniati (2018) states that compensation has a positive effect on employee job satisfaction at the Kerobokan Traditional Village Credit Institution. Nata Wasistha (2018) in her research states that compensation has a positive effect on employee job satisfaction at the Gianyar Regency Tourism Office.

H2: Compensation has a positive and significant effect on job satisfaction

Pratama research (2015) states that work stress has a negative and significant effect on employee job satisfaction in the food and beverage department at Prama Sanur Beach Hotel. Prayatna (2016) states that work stress has a negative and significant effect on job satisfaction at Fave Hotel Seminyak. Ariana (2016) in his research states that there is a negative and significant effect between job stress on employee job satisfaction. This indicates that the higher work stress will reduce employee job satisfaction. According to Adelia (2016) work stress has a negative and significant effect on employee job satisfaction at Dharma Kerti Tabanan Hospital. Research conducted by Gyamfi (2014) on the Influence of Job Stress on Job Satisfaction: Empirical Evidence from Ghana Police Service also shows that job stress has a negative effect on employee job satisfaction.

H3: Job stress has a negative and significant effect on job satisfaction.

2. METHODS

The object of this research is job satisfaction which is influenced by occupational safety and health (K3), compensation and work stress. The subject of this research is the waste transportation sector officer of the Denpasar City Environment and Hygiene Service. The population in this study were all officers in the waste transportation sector, Denpasar City Environmental and Hygiene Service, as many as 336 officers. In this study, the method of determining the sample used is probability sampling using a simple random sampling technique. Simple random sampling is the taking of samples from the population which is done randomly without regard to the existing strata in the population. The number of samples in this study was determined based on the Slovin approach. Based on the slovin formula, the number of samples obtained was 77.06 which was rounded up to 77 respondents.

The analytical technique used in this study is multiple linear regression analysis using the SPSS version 24.0 (Statistical Package for Social Science) application. This model is used to determine the extent of the relationship between the dependent variable and the independent variable either simultaneously or partially.

3.RESULTS AND DISCUSSION

Multiple Linear Regression Analysis Results

The calculation of multiple linear regression coefficients is carried out by regression analysis, the results are shown in Table 1.

Table 1. Results of Multiple Linear Regression Analysis

Variable	Unstandardized		Standardized	t-value	sig
	Coefficients		Coefficients		
	B	Std. Error	Beta		
(Constant)	3,021	0,717		4,215	0,000
Keselamatan dan kesehatan kerja (X1)	0,347	0,136	,295	2,551	0,013
Kompensasi (X2)	0,241	0,096	,240	2,512	0,014
Stres Kerja (X ₃)	-0,556	0,120),427	-4,623	0,000
R Square	0,891				
Adjusted R Square	0,794				
Signifikansi Uji F	0,000				

Primary Data, 2022

The results of multiple linear regression analysis as presented in Table 1, the regression equation can be made as follows.

$$Y = 3.021 + 0.347 X_1 + 0.241 X_2 - 0.556 X_3$$

The Effect of occupational safety and health on job satisfaction

Based on the analysis of the effect of occupational safety and health on employee job satisfaction, a significance value of 0.013 was obtained with a positive beta coefficient of 0.345. Significance value of $0.013 < 0.05$ indicates that H1 is accepted. These results mean that occupational safety and health have a positive and significant effect on employee job satisfaction at the Denpasar City Environment Agency's Waste Transport Sector.

The results of the analysis show that occupational safety and health have a positive and significant effect on employee job satisfaction. This means that the better the occupational safety and health program implemented at the Denpasar City Environmental Service, the employee's job satisfaction will increase. Vice versa, the worse the implementation of occupational safety and health programs at the Denpasar City Environmental Service, the employee's job satisfaction will decrease.

These results indicate that the values contained in the occupational safety and health program can be implemented properly and have a real impact on employee job satisfaction. Occupational safety and health as measured by indicators: creating safe working conditions, OHS education and training, creating a healthy work environment, providing service for employee needs, and providing health services are proven to be able to influence job satisfaction of employees in the Transport Sector of the Denpasar City Environment and Hygiene Service. This finding can be interpreted that if employees are given an understanding of the importance of occupational safety and health programs to protect themselves from the work risks experienced in the workplace, it will be able to provide a sense of security at work and make a significant contribution to increasing employee job satisfaction. An understanding of occupational safety and health programs is also

very important for agencies to protect employees from work risks and show that the agency has implemented regulations regarding employment. The results of this study are supported by previous studies such as research conducted by Indrawati (2017) in her research that the application of K3 has a significant positive effect on job satisfaction and organizational commitment to the cleaning staff of the Denpasar City Sanitation and Gardening Service. Wibowo (2016), Azhari (2017), Aritama Negara (2021), Alit Putra (2022) stated that occupational safety and health had a positive and significant effect on job satisfaction.

The Effect of Compensation on job satisfaction

Based on the results of the analysis of compensation on job satisfaction obtained a significance value of 0.014 with a positive beta coefficient of 0.241. Significance value $0.014 < 0.05$ indicates that H2 is accepted. This result means that compensation has a positive and significant effect on employee job satisfaction at the Denpasar City Environment Agency's Waste Transportation Sector.

The results of the analysis show that compensation has a positive and significant effect on job satisfaction. This means that the higher the compensation of employees in the Transport Sector of the Denpasar City Environment and Hygiene Service, the job satisfaction of employees will increase. Vice versa, the lower the employee compensation, the less employee job satisfaction will be.

These results indicate that the values contained in the compensation can be perceived well and have a real impact on job satisfaction in the Transport Sector of the Denpasar City Environment and Hygiene Service. Compensation measured based on indicators: salary, welfare benefits, health benefits, awards, and leave is proven to be able to affect job satisfaction in the Transport Sector of the Denpasar City Environment and Hygiene Service. This finding can be interpreted that if employees feel valued with high compensation, then feel that leaving the organization is something that is risky for them and has feelings of indebtedness with the company then this will be able to make a significant contribution to increasing employee job satisfaction in the Transportation Sector of the Environment Agency. and Cleanliness of Denpasar City.

The Effect of job stress on employee job satisfaction

Based on the analysis of the effect of work stress on employee job satisfaction, a significance value of 0.000 was obtained with a negative beta coefficient of -0.556. A significance value of $0.000 < 0.05$ indicates that H3 is accepted. These results mean that work stress has a negative and significant effect on employee job satisfaction at the Denpasar City Environment Agency's Waste Transportation Sector.

The results of the analysis show that job stress has a negative and significant effect on employee job satisfaction. This means that the higher the level of work stress, the lower the job satisfaction of employees. Vice versa, the lower the level of employee work stress in the Transport Sector of the Denpasar City Environment and Hygiene Service, the higher the job satisfaction of employees. These results indicate that the values contained in work stress can be perceived well and have a real impact on employee job satisfaction in the Transport Sector of the Denpasar City Environment and Hygiene Service. Work stress which is measured based on indicators: workload, leader attitude, working time, communication and responsibility is proven to be able to influence job satisfaction of employees of the Transport Sector of the Denpasar City Environment and Hygiene

Service. This finding can be interpreted that if employees have excessive workloads, then there is an unfair leadership attitude in assigning tasks, working time that passes normal working hours in completing work, there is poor communication between employees and leaders then it will be able to make a significant contribution. significantly reduce employee job satisfaction.

This study supports several previous research results and is consistent with the results of research conducted by Prayatna (2016) which states that work stress has a negative and significant effect on job satisfaction at Fave Hotel Seminyak. Ariana (2016) in his research states that there is a negative and significant effect between job stress on employee job satisfaction. This indicates that the higher work stress will reduce employee job satisfaction. According to Candra Adelia (2016) work stress has a negative and significant effect on employee job satisfaction at Dharma Kerti Tabanan Hospital. Research conducted by Gyamfi (2014) on the Influence of Job Stress on Job Satisfaction: Empirical Evidence from Ghana Police Service also shows that job stress has a negative effect on employee job satisfaction.

Table 2. Results of the Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	0,891 ^a	0,794	0,786	0,37991

Primary Data, 2022

The test results in Table 2 provide results where the adjusted R² (adjusted coefficient of determination) is 0.786. This means that 78.6 percent of the variation in employee job satisfaction in the transportation sector of the Denpasar City Environment and Hygiene Service can be significantly influenced by the variables of occupational safety and health, compensation, and work stress while the remaining 21.4 percent is explained by other factors. .

Table 3. Annova (F-Test)

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	40,721	3	13,574	94,044	0,000 ^a
Residual	10,536	73	0,144		
Total	51,257	76			

Primary Data, 2022

The results of the F test (Ftest) show that the F value is 94.044 with a significance of 0.000 <0.05, this means that the model used in this study is feasible. This result means that all independent variables are able to predict or explain the phenomenon of job satisfaction. This means that simultaneously occupational safety and health, compensation, and work stress have a significant effect on job satisfaction of the transportation sector officers of the Denpasar City Environment and Hygiene Service.

4.CONCLUSION

The results of this study are that it is known that occupational safety and health, compensation, and work stress affect the job satisfaction of officers in the Transportation Sector. The Denpasar City Environment and Hygiene Service can pay attention to these variables in making policies

related to increasing job satisfaction, in various ways such as implementing a good safety and health program and discipline for officers in carrying out work to reduce the risk of work accidents by emphasizing proactive steps in supporting their work. In addition, with the application of appropriate compensation policies, it can increase the job satisfaction of transportation sector officers. This includes the implementation of appropriate policies to be able to maintain the work stress of officers in completing their work, so as to increase the job satisfaction of officers in the Transport Sector of the Denpasar City Environment and Hygiene Service.

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