EFFECT OF ORGANIZATIONAL COMMITMENT, SAFETY OCCUPATIONAL HEALTH, ON WORK DISCIPLINE AND EMPLOYEE PERFORMANCE AT PT. ELNUSA PETROFIN INTEGRATED TERMINAL MAKASSAR

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Abstract

Human resources have an important role in a company, therefore human resources. Humans should get special attention to knowing the indicators and get qualified employees who are qualified to minimize the occurrence of problems or unwanted incidents within the company. Therefore, human resources are an important asset in the company, in this case, PT. Elnusa Petrofin engaged in distributing fuel oil at one price throughout Indonesia. According to Hasibuan (2002: 160), employee performance is a result of work achieved by a person in carrying out his duties on skills, efforts, and opportunities. A person's commitment according to Luthans (2006:249) to the organization is one guarantee to maintain the continuity of the organization. Sinungan, (2008: 146-147) work discipline is a mental attitude that is reflected in the actions or behavior of individuals, groups, or communities in the form of compliance or obedience to the rules and regulations set. This study aims to determine the effect of organizational commitment, occupational health safety, on work discipline and employee performance at PT. Elnusa Petrofin Integrated Terminal Makassar. The data analysis technique used in this research is quantitative analysis with a sample of 162 respondents. Collecting data using a questionnaire and analyzed using SPSS to test the validity and reliability. Test the research model using SEM with the AMOS version 23 application program. The results of the study prove that organizational commitment, occupational safety, and health have a positive effect on work discipline and employee performance.

Keywords: organizational commitment, occupational health safety, work discipline, employee performance

INTRODUCTION

Human resources have an important role for a company. Therefore, human resources must get special attention to know the indicator and get qualified employees so that minimize problems or unwanted incidents in the company. Knowledge and skills in human resources are very required for all employees to the company's progress.

An agency will experience obstacles to achieving goals without the support of employees. One of the efforts made by optimizing employees, as well as maintaining to realize the vision and mission that is the company's goals. In 2020 the performance of employees at PT. Elnusa Petrofana there are several things that are not carried out including those related to work discipline, and the application of occupational health and safety by employees or employees at PT. Elnusa Petrofin thus experienced several problems at work including the presence of employees who were often late, the absence of punishment and omission for late workers, and the lack of application of occupational health safety by employees.
Employee performance is strongly influenced by the quality of the employee himself, where the ability of an employee is very concerned in assessing performance because it will be one of the indicators of performance appraisal, in addition to quantity quality will be a factor of concern in this case with ability. A person's commitment according to Luthans (2006) to the organization is one guarantee to maintain the continuity of the organization. Sinungan (2008) work discipline is a mental attitude that is reflected in the actions or behavior of individuals, groups, or communities in the form of obedience or obedience to the rules and regulations.

Every company is required to have K3 in the implementation of work. Occupational Health and Safety have only been widely known since the 1970s. Especially after the Government of Indonesia released Law no. 1 of 1970 concerning Occupational Safety.

**Hypothesis**

The hypotheses of this research are as follows:

- $H_1$: Organizational commitment has a significant effect on work discipline
- $H_2$: Organizational commitment has a significant effect on employee performance
- $H_3$: Occupational Health and Safety has a significant effect on work discipline
- $H_4$: Occupational health and safety have a significant effect on employee performance.
- $H_5$: Work discipline has a significant effect on employee performance

**METHOD**

The population and sample in this study were employees at the office of PT. Elnusa Petrofin Integrated Terminal Makassar using Hair et al (2010) is dependent on the number of indicators multiplied by 5 to 10. The study uses quantitative research methods with a descriptive approach. Data were collected using a Likert scale 1-5 questionnaire and processed using SPSS to test the validity and reliability, test the research model using SEM with the AMOS version 23 application program.

**RESULT AND DISCUSSION**

Validity test using Pearson product-moment correlation (r). If the correlation value of r on each statement item produces a value greater than r table or produces a significance value (Sig.) less than 5%. The reliability test used Pearson's product-moment correlation (r). If the correlation value of r on each statement item produces a value greater than the r table or produces a significance value (Sig.) less than 5%, then the statement item is declared reliable.

The results of the normality test show that the c.r multivariate critical ratio is $+ 8.58$ to $- 8.58$ at a significance level of 5%, so it can be concluded that the multivariate data is not normally distributed. The description of the variable has a very high frequency of answers, where the mean indicator from 4.46 to the lowest is 4.15.
The magnitude of the influence between these variables is used to show and explain the strength of the influence of variable X on Z, variable X on Y, and variable Z on Y as evidenced by the magnitude of the influence value, as shown in the table below:

<table>
<thead>
<tr>
<th></th>
<th>Estimate</th>
<th>C.R.</th>
<th>P</th>
<th>Keterangan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Komitmen Organisasi --&gt; Disiplin Kerja</td>
<td>0.272</td>
<td>2.176</td>
<td>.030</td>
<td>Signifikan</td>
</tr>
<tr>
<td>Komitmen Organisasi --&gt; Kinerja Karyawan</td>
<td>0.288</td>
<td>2.124</td>
<td>.034</td>
<td>Signifikan</td>
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<tr>
<td>Keselamatan Kerja --&gt; Disiplin Kerja</td>
<td>1.975</td>
<td>2.290</td>
<td>.022</td>
<td>Signifikan</td>
</tr>
<tr>
<td>Keselamatan Kerja --&gt; Kinerja Karyawan</td>
<td>1.244</td>
<td>2.061</td>
<td>.039</td>
<td>Signifikan</td>
</tr>
<tr>
<td>Disiplin Kerja --&gt; Kinerja Karyawan</td>
<td>0.162</td>
<td>0.788</td>
<td>.074</td>
<td>Tidak Signifikan</td>
</tr>
</tbody>
</table>
Organizational commitment affects work discipline, meaning that the higher the organizational commitment, the higher the work discipline. Consistent with his research, Sumiati Siregar (2014) proves that organizational commitment has a significant effect on work discipline in employees. The second hypothesis is that organizational commitment has a significant effect on employee performance. The results are consistent with the research of Ayu Desi Indrawati, I Gusti Bagus Honor Satrya, Sayu Ketut Sutrisna Dewi (2017) proving that organizational commitment has a significant effect on employee performance.

Occupational health safety has a significant effect on work discipline, so the third hypothesis is accepted. This is consistent with research by Elphiana E. G, Yuliansyah M. Diah, M. Kosasih Zen (2017) proving that occupational health safety has a significant effect on work discipline in employees. The fourth hypothesis is that occupational health safety has a significant effect on employee performance. The results are consistent with his research, Elphiana E. G, Yuliansyah M. Diah, M. Kosasih Zen (2017) proving that occupational health safety has a significant effect on employee performance.

The fifth hypothesis is that work discipline has an insignificant effect on employee performance, which is consistent with his research by Mangkunegara (2011) proving that work discipline has no significant effect on employee performance.

CONCLUSION
The conclusions of this study include:

1) Organizational commitment has a significant effect on work discipline in the company PT. Elnusa Petrofin Integrated Terminal Makassar
2) Organizational commitment is influential to the performance of employees in the company PT. Elnusa Petrofin Integrated Terminal Makassar
3) The results of testing the third hypothesis in the form of occupational health safety have a significant effect on work discipline in the company PT. Elnusa Petrofin occupational health safety
4) Work discipline has a significant effect on employee performance at PT. Elnusa Petrofin Integrated Terminal Makassar
5) Occupational health and safety have a significant effect on employee performance at PT. Elnusa Petrofin Integrated Terminal Makassar

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Effect of Organizational Commitment, Safety Occupational Health, on Work Discipline and Employee Performance at PT. Elnusa Petrofin Integrated Terminal Makassar

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