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The Relationship Between Employee Behavior and Compliance With COVID-19 Self-Assessment Health Protocols at PT. Summarecon Serpong Tangerang

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ABSTRACT

In Indonesia, the COVID-19 pandemic infected over six million people, causing more than one hundred and fifty thousand deaths. To prevent the spread, companies implemented health protocols, including mandatory COVID-19 risk self-assessments for employees. Summarecon Serpong Company requires employees to complete this self-assessment. This study aimed to examine the relationship between employee behavior—responsibility, discipline, and honesty—and compliance in completing the COVID-19 self-assessment at Summarecon Serpong. The research used correlation analysis with data collected via a questionnaire. The questionnaire employed a Likert scale to measure respondents' attitudes and perceptions and contained 20 questions, divided equally among responsibility, discipline, honesty, and compliance. A total of 63 respondents participated. Data were analyzed using validity and reliability tests, followed by Spearman Rank Correlation to determine relationships. Results showed a high and significant correlation between all three behavioral components and compliance. The Spearman correlation coefficients (r) for responsibility, discipline, and honesty were all above 0.7. Additionally, cross-tabulation analysis found a statistically significant link between good behavior and adherence ($p < 0.001$, OR 5.8; 95% CI 2.592–13.036). These findings indicate a very strong, positive, and statistically significant correlation between employee behavior and compliance with COVID-19 self-assessment protocols at PT. Summarecon Serpong Tangerang.

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INTRODUCTION

COVID-19 is a disease caused by a new type of coronavirus (SARS-CoV-2) at the end of 2019. COVID-19 has infected more than five hundred million people with a total death toll of more than six million people worldwide (Weekly epidemiological update on COVID-19, 2022). The COVID-19 pandemic has spread widely around the world and has been reported in more than two hundred countries. In Indonesia alone, COVID-19 has infected more than six million people, with a total death of more than one hundred and fifty thousand people (Indonesia: WHO Coronavirus Disease (COVID-19) Dashboard With Vaccination Data, 2022). This has greatly affected the health and safety of workers, as well as their job stability (Iavicoli et al., 2021).

Initially, Indonesia took measures to control this disease in March 2020 by implementing Government Regulation No. 21 of 2020 concerning Large-Scale Social Restrictions (PSBB). One measure was to grant holidays from work. However, it is impossible for the world of work to be restricted or stopped forever; the wheels of the economy must keep running. Although the implementation of the PSBB was still ongoing, mitigation efforts or workplace preparations were needed to adapt to the new lifestyle during the pandemic situation (new normal). With guidance from the Indonesian Ministry of Health, it was hoped that companies

in Indonesia could minimize the risk and impact of the pandemic from COVID-19 in the workplace, especially in offices and industry, where there is a high potential for transmission due to the gathering of many people in one location. One guideline to minimize this risk, for workplaces where office workers continued to enter and work during or after the PSBB, was the application of a COVID-19 risk self-assessment before entering work to ensure that all workers entering the workplace were free from COVID-19 (Hukor.kemkes.go.id, 2022).

To enable the recovery of business and society from the adverse impact of the COVID-19 pandemic, the Indonesian government implemented economic stimulus policies and programs aligned with the vaccination program to support the economy. The government allocated funds of 688 trillion rupiah for the 2021 national economic recovery program, which was 19% higher than the realization in 2020. The increase was driven by higher allocations for the health sector, especially vaccination programs and incentives for health workers. The government also allowed the private sector to assist with vaccination initiatives, where companies must coordinate with local health authorities to increase inoculations to achieve immunity against the COVID-19 virus. Additionally, the government issued a policy to impose restrictions on micro-scale community activities (PPKM Micro), namely up to the RT/RW level, which began to be implemented on February 9, 2021. The implementation of this policy was set to be reviewed and extended as necessary (Media, 2022).

PT. Summarecon Agung Tbk. didirikan pada tahun 1975 dengan tujuan untuk membangun dan mengembangkan lahan yasan atau real estat (real estate). Dimulai dengan membangun sepuluh hektar lahan di kawasan rawa-rawa di daerah Kelapa Gading. Para pendiri perusahaan berhasil mengubah kawasan tersebut menjadi salah satu daerah hunian dan bisnis paling bergengsi di Jakarta. Dalam menjalankan perusahaannya, PT. Summarecon Agung Tbk. memiliki tiga prinsip yang selalu dipegang teguh, yaitu purpose, core value, visi dan misi. Adapun purposenya adalah: "Menumbuh kembangkan kehidupan yang indah dan membangun impian kita tentang dunia yang indah" dan core values-nya adalah: "CARING dengan commitment, agility, care, integrity, collaboration, dan gratitude" serta visi: "Menjadi teman sepanjang waktu dalam membangun komunitas dengan ekosistem kehidupan yang harmonis dan berkelanjutan" (Summarecon Agung, 2022).

The development area in Serpong, Tangerang, Banten, began in 1993 under the name *PT. Summarecon Serpong* with a development area of about 1,200 hectares. Currently, it has built a city area consisting of hundreds of thousands of houses, malls, offices, hotels, apartments, commercial areas, and educational facilities. The company *PT. Summarecon Serpong* is located in the Plaza Summarecon Serpong Building at Jalan Boulevard Gading Serpong block M542. The Summarecon Plaza building is where the employees work. The building consists of eight floors, and according to information from the human resource department, the number of employees working in this building is around 167 employees with various roles.

With the COVID-19 pandemic ongoing and government regulations on health protocols that must be followed (Hukor.kemkes.go.id, 2022), companies to prevent the spread of the COVID-19 virus require employees to complete a COVID-19 risk self-assessment prior to going to work. The self-assessment must be filled out by every employee intending to enter the workplace. The self-assessment consists of six questions, similar to the risk self-assessment provided by the Ministry of Health in the COVID-19 prevention and control guidelines (Hukor.kemkes.go.id, 2022).

PT. Summarecon Serpong also follows capacity rules for employees entering the workforce. Based on initial studies by reviewing and communicating with the human resources department, the self-assessment completion is analyzed only based on the Ministry of Health's

guidelines, used solely to determine whether the risk of COVID-19 transmission in each employee is high.

From observations and on-site interviews, information obtained until April 2022 showed that out of 167 employees actively working at the Plaza Summarecon Serpong Building since the pandemic began, 53 employees have been confirmed positive, and one person has died. This indicates that around 30% of all active employees working at the Plaza Summarecon Serpong Building have tested positive for the COVID-19 virus. Although the company sets strict health protocols and implements these protocols within the building, it is impossible to fully control or know if employees may be infected externally. Hence, employees can be infected outside office activities, alongside other external factors. One effort to manage this is requiring employees to fill out self-assessments before entering the office, so from the results it can be known if there is a risk of contracting COVID-19 from activities outside the office or other causes. After reviewing company data, the high percentage of all employees who tested positive since the pandemic began, and observing the relationship with self-assessment completions before entering work, the researcher identified a crucial gap to examine: the compliance and behavior of employees in filling out the self-assessment. Further observation revealed that no evaluations had yet been done on employee behavior in relation to compliance with completing the COVID-19 risk self-assessment form. Based on the company's background, which prioritizes attitudes and behaviors aligning with its core values, and after additional interviews, three important behaviors every employee is expected to uphold were identified: responsibility, discipline, and honesty. Moreover, it is important for all employees to comply strictly with health protocols and the self-assessment process. For this reason, analyzing the correlation between behavioral attitudes aligned with the company's core values (responsibility, discipline, and honesty) and employee compliance with the COVID-19 risk self-assessment is necessary. This analysis is valuable for the company to evaluate, improve existing systems, and ultimately support government efforts to prevent COVID-19 transmission and optimize employees' ability to work safely.

Previous studies have examined the implementation of health protocols in workplaces during the COVID-19 pandemic. For instance, Prasetyo et al. (2021) found that employee compliance with health protocols such as mask-wearing, social distancing, and hand hygiene significantly affected the risk of COVID-19 transmission in office settings. However, this study did not explore the relationship between individual behaviors rooted in organizational core values (e.g., responsibility, discipline, and honesty) and compliance in completing the COVID-19 risk self-assessment. Similarly, Sharma et al. (2022) emphasized the importance of self-assessment as a monitoring tool for COVID-19 risk in workplaces, but their research focused primarily on statistical analysis of self-assessment results without linking them to employee behavioral attitudes.

This study addresses this gap by analyzing the correlation between employee behaviors—specifically responsibility, discipline, and honesty—and compliance in filling out COVID-19 risk self-assessments. The findings are expected to provide management with actionable insights to improve employee health monitoring systems, enhance adherence to health protocols, support government efforts to curb COVID-19 transmission, and optimize employee safety and productivity in the workplace.

METHOD

The research employed a cross-sectional correlational design, where variables were measured at a single point in time (Machfoedz & Suryani, 2009). The researcher tested validity, reliability, and conducted correlation analysis using SPSS.

The normality test assessed whether the residuals in the regression model were normally distributed (Ghozali, 2013). It tested whether the independent (X) and dependent (Y) variables followed a normal distribution. Normality determines the appropriate statistical test: if data is normal, parametric tests are used; if not, non-parametric tests are applied (Sugiyono, 2017). The Kolmogorov-Smirnov test was used, with a p-value above 0.05 indicating normal distribution.

The Pearson product-moment correlation was used to assess questionnaire validity (Ghozali, 2013). A questionnaire was considered valid if its items significantly correlated with the measured construct, with significance less than 0.05 or correlation exceeding the r-table value (0.244 for 63 samples) (Sugiyono, 2017).

Reliability assessed the internal consistency of the questionnaire (Ghozali, 2013). A reliable instrument produces consistent results across repeated measurements. The Cronbach's Alpha value had to be above 0.6 to be considered reliable (Sugiyono, 2017).

Spearman rank correlation was used to examine relationships between variables (Ghozali, 2013). A positive Spearman coefficient indicates a direct relationship; the correlation was considered significant if the p-value was less than 0.05 (Sugiyono, 2017).

Cross-tabulation analysis summarized relationships between ordinal or nominal variables using contingency tables (Ghozali, 2013).

The odds ratio measured the likelihood of the dependent variable occurring relative to categories of the independent variable (Ghozali, 2013). It quantified the effect size between variables by comparing the odds of an outcome occurring.

RESULTS AND DISCUSSION

Measurement Results of Distribution and Frequency of Behavioral Components

There were 63 respondents who were sampled in this study. Each respondent was asked to complete a questionnaire, which in each questionnaire consisted of 20 questions using a likert scale (score of 1-5) which described each component of behavior, namely responsibility, discipline, and honesty, in its correlation to compliance with the self-assessment health protocol of COVID-19 risk in employees of PT. Summarecon Serpong Tangerang.

Based on the results of data analysis, it was found that the median value of the total score on the behavioral parameter was 67, of which the lowest value was 49 and the highest was 75. Furthermore, the median value for each component of the behavioral parameters of responsibility, discipline and honesty, as well as compliance. In the questionnaire component that describes the respondent's responsible behavior, on all questions 1-5, most of the respondents answered by giving a score of 4-5 and the median score was also at a score of 4-5, meaning agreeing to strongly agree.

In the question component that describes the disciplinary behavior of the respondents in this study, all respondents gave a score of 3-5 on all questions. Only the fifth question was dominated by answers with a score of 5, namely 54% of respondents. The median value in the discipline behavior component is a score of 4-5, meaning agree to strongly agree.

All respondents gave a score of 3-5 on all questions, of which most respondents gave a score of 5 with the median score of all components of questions related to honesty behavior being 4-5. The median value illustrates that the questionnaire answers are dominated by agreement to strong agreement.

All respondents gave a score of 3-5 on the question component one to five, of which the majority of respondents gave a score of 5 with the median score of all compliance question components being 5.

Results of the Questionnaire Validity Test

The validity test of the questionnaire was carried out using Pearson product moment to assess construct validity. The results of the questionnaire validity test can be seen in the following table:

Table 1. Results of questionnaire validity test on the responsibility behavior component

Question	No	r count	R table	Value p	Conclusion
Responsibility	1	0,713	0.244	< 0.001*	Valid
	2	0,788		< 0.001*	
	3	0,742		< 0.001*	
	4	0,736		< 0.001*	
	5	0,779		< 0.001*	

Source: SPSS data processing results

Table 2. Results of questionnaire validity test on the component of disciplinary behavior

Question	No	r count	R table	Value p	Conclusion
Discipline	1	0,762	0,244	< 0.001*	Valid
	2	0,799		< 0.001*	
	3	0,818		< 0.001*	
	4	0,768		< 0.001*	
	5	0,701		< 0.001*	

Source: SPSS data processing results

Table 3. The results of the questionnaire validity test on the honesty behavior component

Question	No	r count	R table	Value p	Conclusion
Honesty	1	0,843	0,244	< 0.001*	Valid
	2	0,849		< 0.001*	
	3	0,934		< 0.001*	
	4	0,882		< 0.001*	
	5	0,849		< 0.001*	

Source: SPSS data processing results

Table 4. Results of the questionnaire validity test on the compliance behavior component

Question	No	r count	R table	Value p	Conclusion
Compliance	1	0,755	0,244	< 0.001*	Valid
	2	0,785		< 0.001*	
	3	0,797		< 0.001*	
	4	0,759		< 0.001*	
	5	0,704		< 0.001*	

Source: SPSS data processing results

In the construct validity assessment, the table r value assigned to the sample count of 63 is 0.244. In the construct validity test, a score of ($p<0.05$) was obtained with r>table calculations on all questionnaire questions. It can be concluded that all questions on the behavioral component, including responsibility, discipline, honesty, and dependent components, i.e. compliance in this research questionnaire are valid.

Questionnaire Reliability Test Results

The reliability test was performed using Cronbach's alpha to measure internal consistency. The results of the questionnaire reliability test can be seen in the following table:

Table 5. Results of the questionnaire reliability test on the total score of each behavioral and compliance component

Variabel	Sum	Cronbcach's Alpha
Respondent Behavior		
Responsibility	5	0,759
Discipline	5	0,827
Honesty	5	0,921
Compliance	5	0,815

Source: SPSS data processing results

Table 6. The results of the questionnaire reliability test on each question item

Variabel	Component	Cronbcach's Alpha
Respondent Behavior		
Responsibility	Question 1	0,708
	Question 2	0,680
	Question 3	0,697
	Question 4	0,842
	Question 5	0,679
Discipline	Question 1	0,799
	Question 2	0,779
	Question 3	0,772
	Question 4	0,794
	Question 5	0,819

Variabel	Component	Cronbcach's Alpha
Honesty	Question 1	0,910
	Question 2	0,910
	Question 3	0,883
	Question 4	0,901
	Question 5	0,909
Compliance	Question 1	0,786
	Question 2	0,766
	Question 3	0,762
	Question 4	0,788
	Question 5	0,794

Source: SPSS data processing results

Based on Table 6, the reliability results based on the Cronbach's alpha value of the questionnaire used in this study for the total score of each component of the variables of responsibility, discipline, honesty, and compliance are respectively in order, namely 0.759, 0.827, 0.921, 0.815, then from the data it can be concluded that all components of the questions in this questionnaire are reliable because they have an internal consistency value above 0.6. Furthermore, Table 5.11 shows the existence of various question components in each of the variables studied, all of which have a Cronbach's alpha value > 0.6, so that the questions in this questionnaire are reliable.

Bivariate/Correlation Analysis Test Results

In accordance with the results of the normality test carried out, it was found that the data was not distributed normally, so non-parametric data analysis (Spearman rank correlation) had to be carried out**.** In table 7, the results of spearman correlation analysis are presented on the component of responsibility behavior for respondents' compliance with COVID-19 self-assessment health protocols, which showed a correlation coefficient (r) of 0.747 and a statistically significant p<0.05). The correlation coefficient value of > 0.7 shows that the correlation between respondents' behavioral and responsibility scores on compliance with COVID-19 self-assessment health protocols is very strong and this correlation is significant.

Table 7. Results of the spearman correlation test of the responsibility behavior score to respondents' compliance

Spearman's rho	N	Correlation Coefficient (r)	Value p
Total Compliance Score Total Liability Score	63	0,747	<0.001*

Source: SPSS data processing results

Table 8. Results of the spearman correlation test of disciplinary behavior scores to respondents' compliance

Spearman's rho	N	Correlation Coefficient (r)	Value p
Total Compliance Score Total Discipline Score	63	0,739	<0.001*

Source: SPSS data processing results

In table 8, the results of the Spearman correlation analysis on the component of disciplined behavior on respondents' compliance with the COVID-19 self-assessment health protocol are presented, which shows a correlation coefficient (r) of 0.739 and a statistically significant p<value (p0.05). The correlation coefficient value of > 0.7 shows that the correlation between respondents' disciplinary behavior scores and compliance with COVID-19 self-assessment health protocols is very strong and this correlation is significant.

Table 9. Results of the spearman correlation test of honesty behavior score to respondents' compliance

Spearman's rho	N	Correlation Coefficient (r)	Value p
Total Compliance Score Total Honesty Score	63	0,724	<0.001*

Source: SPSS data processing results

In table 9, the results of the Spearman correlation analysis on the component of honesty behavior to respondents' compliance with COVID-19 self-assessment health protocols are presented, which shows a correlation coefficient (r) of 0.724 and a statistically significant p<value (p0.05). The correlation coefficient value of > 0.7 shows that the correlation between the respondents' honesty behavior score and compliance with COVID-19 self-assessment health protocols is very strong and this correlation is significant.

Table 10. Results of the spearman correlation test of behavioral scores to respondents' compliance

Spearman's rho	N	Correlation Coefficient (r)	Value p
Total Compliance Score Total Behavior Score	63	0,798	<0.001*

Source: SPSS data processing results

In table 10, the results of the spearman correlation analysis are presented on the total score component of behavior, which is a combination of the total score on the components of responsibility, discipline, honesty to the respondents' compliance with the COVID-19 self-assessment health protocol, which shows a correlation coefficient (r) of 0.798 and a statistically significant p<0.05). The correlation coefficient value of > 0.7 shows that the correlation between respondents' behavioral scores and compliance with COVID-19 self-assessment health protocols is very strong and this correlation is significant.

Table 11. Results of cross-tabulation test on each behavioral component of respondents' compliance

Variabel	N (%)	Compliance		P value	OR (IK95%)
		Good, N=35	Poor, N=28		
Responsibility, n (%)					
Good ≥ 23	36 (57,1)	30 (47,6)	6 (9,5)	< 0.001*	4,5 (2,013-10,061)
Bad < 23	27 (42,9)	5 (7,9)	22 (34,9)		
Discipline, N (%)					
Good ≥ 21	40 (63,5)	33 (52,4)	7 (11,1)	< 0.001*	9,5 (2,504-35,943)
Bad < 21	23 (36,5)	2 (3,2)	21 (33,3)		
Honesty, N (%)					
Good ≥ 23	35 (55,6)	29 (46,0)	6 (9,5)	< 0.001*	3,9 (1,873-7,984)
Bad < 23	28 (44,4)	6 (9,5)	22 (34,9)		
Behavior, N (%)					
Good ≥ 67	32 (50,8)	30 (47,6)	2 (3,2)	< 0.001*	5,8 (2,592-13,036)
Bad < 67	31 (49,2)	5 (7,9)	26 (41,3)		

Source: SPSS data processing results

Each score on each behavioral component, namely responsibility, discipline, honesty, is transformed into a category, where the determination of the cut-off of good and bad behavior in each component is carried out by determining the median value. The same is also done on the dependent variable of this study, namely compliance. In table 11, from the results of the cross-tabulation test with cross-tabulation analysis, it can be found that there is a statistically significant relationship between all behavioral components to respondents' compliance with the COVID-19 self-assessment health protocol, namely with a p value of < 0.001 ($p<0.05$). In responsible behavior, it was found that there was a chance of increasing compliance up to almost 4.5 times in respondents who had responsible behavior that was classified as good for compliance. Furthermore, in disciplinary behavior, it was found that there was a chance of increasing compliance up to 9.5 times in respondents who had disciplined behavior that was classified as good for compliance. In honesty behavior, it was found that there was an opportunity to increase compliance up to almost 4 times in respondents who had honesty behavior that was classified as good for compliance. In addition, in this analysis, it was also found that good respondent behavior can allow an increase in the chances of respondents' compliance in implementing health protocols from COVID-19 self-assessment up to almost 6 times compared to bad behavior.

Distribution and Frequency of Behavioral Components to Respondent Compliance

This study involved 63 respondents who were employees at PT. Summarecon Serpong Tangerang to find out the relationship between behavior and compliance with COVID-19 protocols. Of course, the results of filling out this self-assessment questionnaire are determined by various factors, one of which is behavioral factors, such as responsibility, discipline, and honesty of the respondents.

In a study conducted in Italy, there was an increase in COVID-19 transmission among workers or employees, this was also linked to an increase in compensation claims to more than 47 thousand people and 208 deaths related to exposure to infections while doing work (Iavicoli et al., 2021). Based on Table 5.2 to Table 5.4, it can be seen that in the measurement of behavioral components, namely responsibility, discipline, and honesty, the majority of respondents answered questions with a score of 3-5, which means that respondents had a

variety of answers ranging from neutral, agreed, to strongly agreed. Only a small percentage of respondents gave a disagreed or strongly disagreed answer to this study. The findings are in accordance with research conducted by Rizan and Ghozali (2021) in 2021, which found that there is a meaningful positive relationship between good attitudes towards compliance with COVID-19 health protocols, which of course supports compliance with self-assessment with COVID-19 risk. In addition, community research conducted previously also obtained similar results, where there was a significant correlation between respondents' attitudes/behaviors towards compliance with the COVID-19 protocol (Rizqah, 2021).

Questionnaire Validity

Validity test is a test used to test the accuracy of a measuring instrument in measuring something that should be measured. The validity test of each component of the question was carried out with the help of the SPSS program, namely using the Pearson product moment correlation technique. The method is tested by correlating the score of each component of the question on the questionnaire with a total score of 55. The validity test of the questionnaire was carried out using Pearson product moment to assess construct validity. In the construct validity assessment, because the number of samples is 63 people, the r-value of the table is determined to be 0.244. Based on the validity test of each question item of each behavioral and compliance component on the questionnaire, it can be found that the entire value of the r-table >. The findings show that all components of the questions used to assess the three behavioral components in the questionnaire in this study are valid. Likewise, the validity value in the compliance parameter also shows the value of the calculation value > the table with a statistically significant p-value. In the construct validity test, a score of ($p<0.05$) was obtained with a rtable > calculation on all questionnaire questions. It can be concluded that the entire question is valid. The construct validity results for the questionnaire used in this study had high validity ($0.60 < r \leq 0.90$). The findings are in accordance with the literature, which states that a questionnaire validity test can be declared valid if each question item contained in the questionnaire can be used as an intermediary to describe and know something that the questionnaire will measure.

Questionnaire Reliability

Reliability tests are performed using Cronbach alpha to measure internal consistency. A reliability test is a test to find out the extent to which a measuring instrument can be trusted in measuring. In the reliability test of the behavioral questionnaire (responsibility, discipline, honesty) and compliance, the values of Cronbach's alpha coefficient were obtained successively 0.759, 0.827, 0.921, 0.815, of which all components of the question had a Cronbach's alpha > value of 0.60.

The internal consistency value of an instrument is said to be reliable if the value of the correlation coefficient of each question has a value above 0.6, meaning that all questions in this study can be said to be reliable and all questions have internal consistency results that show a high reliability value ($0.60 < r \leq 0.80$).

Correlation of Behavioral Components to Respondent Compliance

In this study, it was found that there was an increase in the score of the behavioral component to compliance through the spearman test. In the responsibility component, there was a significant correlation between the increase in the responsibility score on the respondent's compliance score with a spearman correlation value of 0.747, which is a form of positive correlation with a very strong correlation strength. In the discipline component, a significant relationship was also found with a spearman correlation value of 0.739, where

the correlation was positive, so that the increase in discipline scores also increased respondents' compliance. The honesty component also found the same thing, namely a significant correlation between disciplined behavior towards respondents' compliance with a spearman correlation value of 0.724 with a positive form of correlation. The three behavioral scores showed a very strong relationship in the relationship between behavior and compliance. The findings obtained in this study are in line with several studies that also assess the relationship between behavior and compliance in different locations and situations, one of which is a study conducted by Rizkah38, which found that there is a significant correlation between behavior and compliance in the COVID-19 situation ($p<0.05$).

CONCLUSION

This study found a strong and significant positive correlation between employee behavior—specifically responsibility, discipline, and honesty—and compliance with the COVID-19 self-assessment protocol at PT. Summarecon Serpong ($p < 0.001$; Spearman correlations > 0.7). Employees exhibiting good behavior tended to comply well with the protocol (93.8%), while those with poor behavior showed low compliance (83.9%). The odds ratio analysis revealed that good behavior increased the likelihood of high compliance nearly sixfold (OR = 5.8; 95% CI = 2.592–13.036), emphasizing the importance of organizational values in supporting health protocol adherence. It is recommended that management reinforce these core values through ongoing training, awareness programs, and incentives to sustain compliance. Future research could explore the effectiveness of integrating behavioral evaluation with digital self-assessment tools to enhance monitoring and further improve workplace safety.

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