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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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## 8 ABSTRACT

Human resources have an important role for a company, therefore human resources. Humans should get special attention to know the indicators and get employees who are quality 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 place 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 (2006:246) 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

8 Human resources have an important role for a company. Therefore, human resources must get special attention for know the indicator and get qualified employees so that minimize problems or unwanted incidents in company. Knowledge and skills in human resources is 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.

15 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 (2006:249) 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 obedience or obedience to the rules and regulations.

Every company is required to have K3 in the implementation of work. Occupational Health and Safety has 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:

- H1: Organizational commitment has a significant effect on work discipline
- H2: Organizational commitment has a significant effect on employee performance
- H3: Occupational Health and Safety has a significant effect on work discipline
- H4: Occupational health and safety have a significant effect on employee performance.
- H5: Work discipline has a significant effect on employee performance

### METHOD

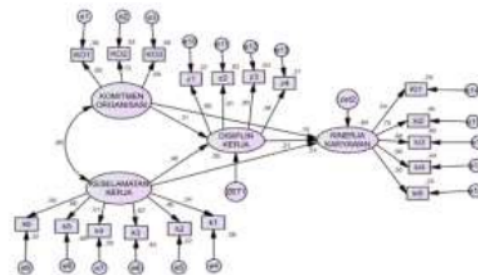
The population and sample in this study were employees at the office of PT. Elnusa Petrofin Integrated Terminal Makassar using Hair et al (2010:643) is dependent on the number of indicators multiplied by 5 to 10. The study uses quantitative research methods with a descriptive approach. Data were collected using a Likert scale 1 questionnaire and processed using SPSS to test the validity and reliability, test the

research model using SEM with the AMOS version 23 application program.

### RESULTS 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 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 + 6.758 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.

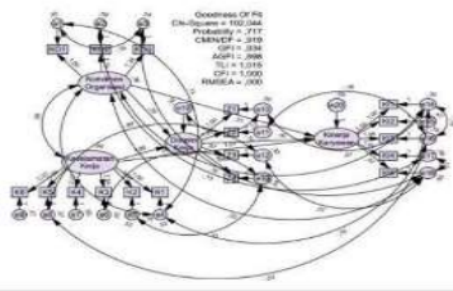


Structural analysis of the initial model shows the index value of Prob. 2, Cmin/DF, GFI, RMSEA, CFI, TLI, and AGFI, with decisions of good fit and marginal fit not yet fit.

The results of the calculation show that some of the criteria for model suitability (goodness of fit) still do not provide an index that is under the recommended one. To

better adapt the model built to the data (empirical facts), modifications can be made.

The results of the calculation of the Goodness of Fit and Fit Index values produced by the modified structural model are as follows:



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:

		Estimate	C.R.	P	Keterangan
Komitmen Organisasi	-> Disiplin Kerja	0,272	2,176	0,30	Signifikan
Komitmen Organisasi	-> Kinerja Karyawan	0,288	2,124	0,34	Signifikan
Keselamatan Kesehatan Kerja	-> Disiplin Kerja	1,975	2,290	0,22	Signifikan
Keselamatan Kesehatan Kerja	-> Kinerja Karyawan	1,244	2,061	0,39	Signifikan
Disiplin Kerja	-> Kinerja Karyawan	0,162	0,788	0,74	Tidak Signifikan

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 (2012) proving that organizational commitment has a significant

effect on employee performance in company employees.

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.

## CONCLUSIONS AND SUGGESTIONS

The conclusions of this study include:

1. Organizational commitment has a significant effect on work discipline in the company PT. Elnusa Petrofin Integrated Makassar Terminal
2. Organizational commitment is influential significant 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.

Suggestions to agencies are:

1. Create programs that include periodic self-development of its employees as an effort to improve the performance of PT. Elnusa Petrofin Integrated Terminal Makassar.
2. Provide and improve supporting facilities in various programs to complement work activities in each section of PT. Elnusa Petrofin Integrated Terminal Makassar.

Suggestions for research development are:

1. Research on the use of other variables such as employees at PT. Elnusa Petrofin Integrated Terminal Makassar by taking a larger population and sample than one office unit PT. Elnusa Petrofin at the Makassar Integrated Terminal,
2. Future research is recommended to use data collection methods equipped with qualitative analysis. The findings obtained in this study can be a consideration and input for developing further research so that the development of science, especially human resource science at PT. Elnusa Petrofin Integrated Terminal Makassar

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