



Determination of Training, Occupational Safety and Health (K3) on Job Satisfaction

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Abstract: This research discusses Determination of Career Development, Training and Occupational Safety and Health (K3) to Job Satisfaction. The purpose of this study is to find out whether career development, training and occupational safety and health (K3) affect job satisfaction. The research method used is descriptive qualitative, which aims to obtain hypotheses for further research. The results of this study include: 1) Career Development affects Job Satisfaction; 2) Training affects Job Satisfaction; and 3) Occupational Safety and Health affects Job Satisfaction.

Keywords: Training, Occupational Safety and Health, Job Satisfaction

INTRODUCTION

Job satisfaction is an indicator that the company is able to provide the rights of its employees well. With the granting of these rights, it will certainly increase the emotional attitude of pleasing to employees. Emotional pleasantness is certainly influenced by factors that occur in the work environment, such as career development formed by the company, training provided to employees to improve abilities and skills and the application of occupational safety and health. Career development is a form of mutual relationship between the company and employees, if the employee has good performance while working, the company is required to provide career development to the employee. Then the provision of training becomes one of the ways that companies do to improve the quality of their resources, to be better and more productive in doing work. No less important in a company is the implementation of occupational safety and health. Work accidents are one of the factors that harm companies because they ignore occupational safety and health. In addition, the provision of excessive workload and working hours will affect the health of employees, thus providing a greater chance of work accidents.

1. Does Career Development affect Job Satisfaction?
2. Does Training affect Job Satisfaction?
3. Does Occupational Safety and Health affect Job Satisfaction?

LITERATURE REVIEW

Job Satisfaction

Job satisfaction is a good attitude shown by employees in a company or organization (Widodo & Silitonga, 2017). This attitude can be shown in the form of behavior and feelings towards the work they do. Job satisfaction is an attitude of workers towards their work related to satisfaction at work (Widodo, 2017b). Job satisfaction is the attitude and behavior shown by workers towards their work and doing their job well (Saputra & Mahaputra, 2022b). Work satisfaction is a pleasant or unpleasant emotional condition about their work. Job satisfaction indicators include: 1) Employment; 2) Communication; and 3) Productivity (Widodo, Silitonga, & Ali, 2020).

Training

Training is a way to improve the skills needed by an employee, whether a new or old employee in doing his job (Widodo & Silitonga, 2017). Training is a way for companies to change the thinking patterns and behavior of employees in order to be able to achieve organizational goals. Training for employees in the company is very necessary in improving the competence and expertise of employees, so that they can be sustainable and obtain qualified employees and be able to do a good job in order to achieve company goals (Widodo, 2017a). Training indicators include: 1) Instructors: where when conducting job training requires an instructor who will guide the course of training (Hermawan & Arifin, 2021). And the instructor must have the appropriate qualities and qualifications; 2) Participants: meaning that employees who are eligible to take part in the training must be selected based on qualifications, besides that participants must have a strong enthusiasm and motivation to take part in the training; and 3) Material: is material that will be given to trainees, which is related to the company's goals (Evitha & Hernawan, 2022).

Occupational Safety and Health

Occupational safety and health are all conditions related to the occupational safety and health of workers in a company or organization. Occupational safety and health is an effort to form a healthy and safe work environment, thereby reducing the company's profitability (Lutfi & Widodo, 2018). Occupational safety and health is an effort to anticipate work accidents in the workplace (Agushinta & Wijaya, 2016). Occupational safety and health is an effort made to form a safe, healthy and free work environment from all forms of environmental pollution (Samahati, 2020). Occupational health is a condition for workers to be free from diseases caused by the work itself, physical or psychic (emotional). Indicators of occupational safety and health include: 1) Working environmental conditions; 2) Work equipment; and 3) Physical condition of employees (Soputan, Sompie, & Mandagi, 2014).

Previous Research

Table 1. Previous Research

No	Author (Year)	Previous Research Results	Similarities with this article	Difference with this article
1	(Saputra & Mahaputra, 2022a)	Work environment and work discipline affect occupational safety and health (K3)	Discussing occupational safety and health (K3)	There are differences in independent variables, namely work environment and work discipline
2	(Samahati, 2020)	Occupational health and safety and work discipline affect employee productivity	Discussing occupational health and safety (K3)	There are differences in employee productivity variables
3	(Wijaya, Panjaitan, & Palit, 2015)	Evaluation of Occupational Health and Safety with the	Discussing occupational health and safety	There is a locus of research, namely at PT Charoen Pokphand Indonesia

		HIRARC Method at PT. Charoen Pokphand Australia		
4	(Situmorang & Wardhani, 2022)	Transformational leadership style, workload and job satisfaction affect turnover intention	Discussing job satisfaction	There are differences in the variables of transformational leadership style, workload and turnover intention
5	(Eka & Anik, 2020)	Organizational communication and job satisfaction affect employee performance at PT Abyor International	Discussing job satisfaction	There is a locus of research, namely at PT Abyor International

RESEARCH

This research uses descriptive qualitative methods and library research. By reviewing previous articles relevant to this study. The purpose of this study is to build hypotheses that are useful for subsequent research. The review literature should be used consistently with the assumptions of qualitative research methodologies. So as not to cause questions that the researcher will later ask. One of the reasons for conducting qualitative research is because it is exploratory (Ali, H., & Limakrisna, 2013). The data used in this study is an earlier article with exogen variables related to this study such as competing and endogenous variables, namely supply chains. The data is obtained from *Google Scholar* app sources and uses Mendeley as a reference tool and bibliography.

RESULT AND DISCUSSION

Based on a literature review, the researcher discussed the relationship between variables as follows:

The Effect of Training on Job Satisfaction

Training affects worksatisfaction, so whatever organization or company must do to its employees is: 1) Instructor: Where it is necessary for someone who is an expert and has the ability to provide training in accordance with the company's goals; 2) Participants: This means that a training requires participants as training objects, in which case company employees become trainees; and 3) Material: This means that every training provided must have an explanation in the form of material, which can be read and understood by each trainee (Mayangsari & Nawangsari, 2019). The presenter must also prepare his best material, which is relevant to the purpose of the training.

If every organization or company is able to implement and carry out training for its employees, it affects the employee's job satisfaction which includes: 1) Work: can do a good and appropriate job; 2) Communication: Where with the training provided will increase the intensity of employees in communicating; and 3) Productivity: This means that with the training provided to employees, it can improve their performance so that it has a positive impact on their productivity (Suryadi & Aima, 2019). So based on this, training affects job satisfaction. Where by providing material, increasing abilities and knowledge to employees by instructors, it can increase employee skills to make decisions when working (Christian, Suroso, & Untari, 2022).

Pengaruh Sustainability and Occupational Health towards Job Satisfaction

Occupational safety and health affect work satisfaction, so what must be done by every company or organization is: 1) Working environment conditions: The company must be able to provide a comfortable, safe, well-lit, good air circulation and good layout, so that employees can work well; 2) Use of Work Equipment : In doing work, work equipment becomes one of

the components that support work, therefore the work equipment used must be of the highest quality and be used according to its needs; and 3) The physical condition of employees: in terms of occupational safety and health, one of the factors that cause work accidents is the employee's own health condition (Agushinta & Wijaya, 2016). Therefore, companies need to implement and pay attention to the condition of their employees by providing nutritious and high-protein food, that way employee health will be well maintained (Saputra & Mahaputra, 2022a).

So based on this, occupational safety and health affect job satisfaction. This means that with the company's ability to implement occupational safety and health within the company, employees will be guaranteed their lives. In addition, employees who receive K3 attention in their company, have strong loyalty at work (Saputra & Mahaputra, 2022a).

Conceptual Framework

Based on a literature review, the researcher determined the concept of a frame of mind as follows:

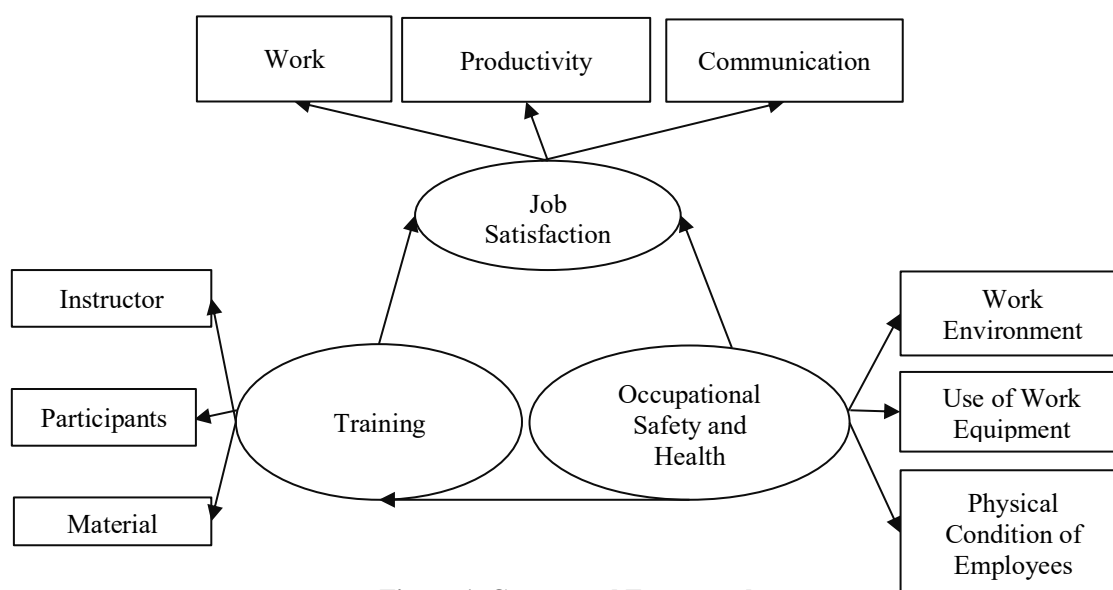


Figure 1. Conceptual Framework

This article discusses the Determination of Training, Occupational Safety and Health towards Job Satisfaction. Supply Chain to Business Continuity and Competitive Advantage. Where in achieving job satisfaction, companies need to implement training, occupational safety and health. In addition to training, occupational safety and health factors, there are other factors that affect job satisfaction, including:

- 1) Workload: (Hermawan, 2022a), (Haitao, 2022), (S & Ali, 2022), (Hermawan, 2022c), (Sari & Ali, 2022), (Hermawan, 2022b).
- 2) Co-workers: (Haitao, 2022), (Falkheimer et al., 2017), (Marasabessy & Santoso, 2014), (Prayetno & Ali, 2020), (Ridwan, Mulyani, & Ali, 2020).
- 3) Leadership Style: (Saputra & Mahaputra, 2022b), (Putra, Lima Krisna, & Ali, 2021), (Budiyo et al., 2022), (Sulistiorini & Ali, 2017), (Sutiksno, Sucherly, Rufaidah, Ali, & Souisa, 2017)
- 4) Work Environment: (Nguyen, Yandi, & Mahaputra, 2020), (Widodo, 2017a), (Hermawan, 2021).

CONCLUSION

Based on the literature review and discussion above, the researcher determined the following conclusions:

1. Training affects job satisfaction, where by providing relevant training to trainees (employees), it will increase their insights and skills so that it has a positive impact on their productivity.
2. Occupational safety and health affect job satisfaction, where with the implementation of good occupational safety and health (K3) in the company environment, it will increase employee confidence in the workplace. And increase the sense of security at work.

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