



Analysis The Application of Health, Safety and Work Environment on Employee Performance at Oilfield Services Companies in Indonesia 2023

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Abstract: This study, was conducted at Oilfield Services Companies in 2023, analyzing the application of Health, Safety, and Work Environment (HSE) on employee performance. Utilizing quantitative methodology and questionnaires for data collection, the research aims to justify the correlation between HSE practices and working conditions with employee performance. It analyzes the effects of HSE implementation, evaluates key productivity influencers, and provides improvement recommendations. The findings are valuable for company management, aiding in HSE implementation enhancement and fostering an environment conducive to optimal employee performance. The research potentially serves as a guide for similar companies striving for improved employee well-being and operational efficiency. Analysis results affirm a positive and significant HSE implementation impact on employee performance, with high Cronbach Alpha values ($X1 = 0.815$, $X2 = 0.882$, $Y = 0.841$), emphasizing the role of factors like high-quality HSE training, safe equipment, and comfortable working conditions.

Keywords: Health, Safety Environment (HSE), Employee Performance, Workplace Environment, Operational Efficiency, Improvement Recommendations

INTRODUCTION

Human resources (HR) are a key factor in a company's success, serving as the primary driver for organizational success. As a result, many companies are committed to maintaining employee loyalty by prioritizing Health and Safety at Work (HSE). HSE is a vital element in company management, ensuring smooth operations and preventing workplace accidents with negative consequences.

Oilfield Services Companies operates in the service and spare parts repair sector of the oil and gas industry. The company supplies global oil and gas equipment and components

used in production, drilling, and the oil and gas industry's supply chain. With a diverse customer base both domestically and internationally, Oilfield Services Companies must maintain employee performance through the implementation of the HSE program (Health, Safety and Environment). The goal of this program is to maintain employee performance stability by prioritizing their health, safety, and working environment. Research is conducted to analyze the implementation of the HSE program on employee performance at Oilfield Services Companies.

As stated by Yuli (2005), Occupational Health and Safety (HSE) is a practice that guarantees the establishment of a secure work environment, devoid of physical and mental disruptions. This is accomplished through employee training, guidance, and supervision in task execution, along with the provision of support following the relevant regulations, whether from government institutions or the companies they are employed. According to Legowo et al., (2022) stated that the work safety is the protection for work safety experienced by the worker both physical and mental in the work environment and work safety on the available human resources in the company is adjusted to the work needs and environment, so that the arrangement of work safety and health program of every company is different.

Afandi (2018), states that "The work environment is everything that is around employees and can influence them to carry out tasks assigned to them, for example by providing water conditioner (AC), adequate lighting, and so on". According to Saputra et al., (2020) stated that if the organizational culture is good and the work environment is conducive for employees, they will be encouraged and try to improve their ability to plan, implement and evaluate their work so that maximum work results are obtained. Based on Sabrina et al., (2021) A good work environment will ensure that employees work comfortably and safely, which is expected to increase work productivity

Rivai & Basri as cited in Masram (2017) state: "Performance is the result or level of success of an individual as a whole during a specific period in carrying out tasks compared to various possibilities, such as work output standards, targets, or predetermined criteria that have been mutually agreed upon."

In conclusion, the statements from Sedarmayanti (2009), Wibowo and Widiyanto (2019), and Zeytinoglu and Denton (2006), as cited in Ozbilgin et al., 2014) collectively emphasize the significance of the work environment in the context of employee retention and overall work performance. These scholars agree that the work environment encompasses a wide range of factors, including tools, materials, surroundings, work methods, and group dynamics, all of which directly or indirectly influence the potential activities and satisfaction of employees. Therefore, it is clear that the work environment plays a pivotal role in shaping the experiences and outcomes of individuals in their workplace.

Literature review

Occupational Health and Safety

According to Kasmir (2016), Occupational Health and Safety is a comprehensive protection activity and effort to ensure that employees do not experience accidents while carrying out their activities and remain healthy during work."

Meanwhile, according to ISO 45001 (2018), occupational health and safety is an effort to prevent injuries and poor health of workers and to provide a safe and healthy workplace.

In the oil & and gas industry, there is an organization responsible for setting industry standards, namely the IOGP (The International Association of Oil & Gas Producers). ISO 45001 is one of the standardizations within HSE (Health, Safety, and Environment) in the Oil and gas industry, focusing on the Occupational Health and Safety Management System. PT National Oilwell Varco Indonesia utilizes the international HSE ISO 45001 standardization.

The ISO 45001 definition, in common with its successors and various management standards, adheres to the plan-do-check-act (PDCA) model. This model establishes a structured approach for organizations to plan and implement measures aimed at mitigating the risk of harm. ISO 45001 is anchored in the contemporary ISO High-Level Structure (HLS), enabling seamless integration with other management system standards. Its content aligns harmoniously with organizational management principles and contributes significantly to enhancing an organization's proficiencies in managing the intricacies of its operations, as outlined by the British Standards Institution. (2018).

ISO 45001 had a concept of Plan–Do–Check– Act (PDCA), The PDCA model is an iterative process used by organizations to achieve continuous improvement and can therefore be explored as a value-adding capability for global supply chains. It can be applied to a management system and to each of its elements as follows:

- a. Plan: Establish objectives, programmes and processes necessary to deliver results in accordance with the organization's OH&S policy. Do: Implement the processes as planned.
- b. Do: Implement the processes as planned.
- c. Check: Monitor and measure activities and processes with regard to the OH&S policy and objectives and report the results.
- d. Act: Take actions to continually improve the OH&S performance to achieve the intended outcomes.

The conclusion from the discussion above is that occupational health and safety is an effort to ensure the physical and mental well-being of employees and a culture that leads to prosperity and justice. ISO 45001 is an international standard used in the oil & gas industry, focusing on the Occupational Health and Safety Management System (HSE). PT National Oilwell Varco Indonesia implements ISO 45001 to ensure workplace safety and health. ISO 45001 is based on the Plan-Do-Check-Act (PDCA) model, which helps organizations plan, implement, monitor, and continuously improve Health and Safety at Work performance. This PDCA concept can be applied to the management system and its elements, adding value to global supply chains and assisting organizations in enhancing their competence in complex processes. Thus, ISO 45001 provides a strong framework for minimizing injury risks and safeguarding employee well-being.

The Indicators That Effect Occupational Health & Safety

According to Sama'mur (2010 p.7) there are 5 indicators that influence occupational health and safety, where these indicators must be of concern to companies when employing their employees. These indicators are as follows:

1. Work protective equipment
Work protective equipment is one of the important indicators in Health and Safety Standardization which includes work protective equipment, namely Personal Protective Equipment (PPE), Safety Shoes, Safety Glasses, Gloves, Helmets and others.
2. Safe work space
A safe work space is when workers feel comfortable and free from danger when they are in the work space, this is of course supported by external things.
3. Use of work equipment
The use of work equipment must be in accordance with the procedures for using it, this is allegedly to reduce the level of accidents when using the tool
4. Healthy work space
A healthy work space will also affect the company's efficiency. If workers experience imperfect physical conditions, the company's activities will stop and be hampered.

5. Lighting in the work space

Good lighting in the workplace can have a positive effect on increasing productivity, work efficiency and reducing work errors. Good lighting can help you to be more comfortable, focused and productive while working,

Work Environment

Sedarmayanti (2009) mentions that the work environment includes all tools and materials encountered, the surrounding environment in which someone works, their work methods, and work arrangements, both as an individual and as part of a group.

Wibowo & Widiyanto (2019) states that: The work environment is the place of work as well as the surroundings where employees carry out their daily work activities. "the working environment is considered one the most important factors in employee retention". (Zeytinoglu & Denton, 2006 dalam Ozbilgin, et al 2014).

Based on the research theories of the experts mentioned above, it can be concluded that the work environment encompasses everything, including all forms of objects, conditions, and situations in the vicinity of employees, both directly and indirectly, which can have an impact on influencing the potential activities of workers.

The Indicator That Effect Work Environment

According to Siagian (2014), the work environment is divided into two main factor dimensions that can influence the work environment, namely:

1. physical work environment

The physical work environment is something that exists around employees that can influence them in carrying out their duties. Indicators that can be used as reference material are a workplace with a building, adequate work equipment, work levels that are not excessive.

2. non-physical environment

Sedarmayanti (2001) which states that, the non-physical work environment is all situations that occur that are related to relationships between co-workers, or relationships with subordinates. According to the explanation above, the non-physical environment is one of the activities of workers within the scope of the company which is more directed towards the psychology of each individual. Examples of these activities include relationships between colleagues at the same level, relationships between superiors and employees, cooperation between employees, motivation of leaders to the employees.

Employee Performance

Performance is the translation of "performance," which means the results of work or work achievements. In a simple sense, performance is the outcome of an organization's tasks, carried out by employees to the best of their ability following the guidance and instructions provided by leaders, as well as the competencies and abilities of employees to apply their reasoning in their work Abdullah Maruf (2014).

Employee performance is the quality and quantity of work results achieved by individual employees in carrying out their tasks according to the responsibilities assigned to them Mangkunegara (2009).

By the definitions given above, Employee performances are The term "employee performance" signifies an individual's work achievement after exerting required effort on the job which is associated with getting meaningful work, an engaged profile, and compassionate colleagues/employers around (Hellriegel, Jackson, & Slocum, 1999; Karakas, 2010)

We can take the conclusion as the research theories of the experts mentioned above, it can be concluded that employee performance encompasses everything that employees do

with the dual purpose of benefiting themselves and being beneficial to the company, and it is carried out within a specific time frame.

According Sidjabat, S., (2021) The most important part in human resource management is employee performance Therefore, it is necessary to improve employee performance in order to contribute maximum results for the company. Based on Mayhendra et al., (2020) explained employees' performance is one thing that is a result of the creation of high employee engagement and employees who have strong links with the company will improve performance in their work for the benefit of the company.

The Indicator That Effect Employee Performance

If we take a look for statemnet that Afandi say on his book (2018 p.89) there are 3 dimensions and their indicators in employee performance, namely:

1. Dimensions of work results consisting of three indicators, namely:
 - a) Quantity of work output
 - b) Quality of work results
 - c) Efficiency in carrying out tasks
2. Work behavior which consists of three indicators, namely:
 - a) Initiative
 - b) Accuracy
3. Personal characteristics consisting of three indicators, namely:
 - a) Leadership
 - b) Honesty
 - c) Creativity.

Tables and Figures

Tables are presented in the following:

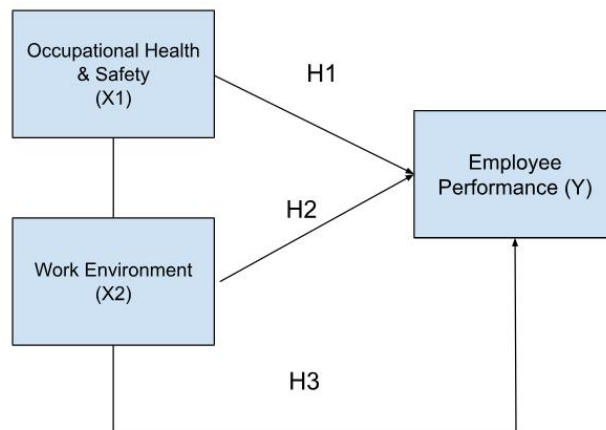
Variable	Indicator	Operational definition	Source
Occupational Health and Safety	1. Personal protective equipment 2. Condition of the work environment 3. Use of work equipment 4. Lighting in the work space 5. Employee's physical and mental condition	Safety and health are thoughts and efforts to ensure the well-being, both physically and mentally, of employees in general, as well as a culture that leads to prosperity and fairness	(Wibowo & Widiyanto, 2019)
Work Environment	1. Physical environment 2. Non-Physical Environment	It states that the work environment includes all the tools and materials encountered, the surrounding environment in which one works, the work methods, and the work arrangements, both as an individual and in a group	(Sedarmayanti, 2009)
Employee Performance	1. Quantity of work results 2. Quality of work results 3. Efficiency in carrying out tasks 4. Initiative 5. Accuracy	the working environment is considered one the most important factors in employee retention?.	(Zeytinoglu & Denton, 2006 dalam Ozbilgin, et al 2014).

Research Hypotheses:

H1: Health and safety at work significantly influence employee performance at PT National Oilwell Varco Indonesia.

H2: The work environment significantly influences employee performance at PT National Oilwell Varco Indonesia.

H3: Health and safety at work and the work environment significantly influence employee performance at PT National Oilwell Varco Indonesia.



Source: Research Frame Work By Writer 2023

METHOD

This research aims to research and develop information on objects selected from previous studies. This research involves all employees of PT National Oilwell Varco Indonesia as research objects for a research phenomenon, with as many as 35 respondents from a sample of 50 people. The research data were acquired by distributing questionnaires and conducting interviews. These data were then collected, processed, and enhanced using specific indicators for each variable, forming the basis for the observational test. A quantitative approach was employed to test the research, focusing on assessing the validity and reliability, as well as examining the normality and linearity between the two variables. with large for reliability testing using the standard Alpha Croanbach formula. Ghozali (2018), This test was carried out using the Cronbach Alpha Statistical Test, where the Cronbach Alpha value is > 0.70, so the instrument is declared Reliable.

Table.3.1 Cronbach Alpha Reliability Test

Cronbach's Alpha Score	Qualification Score
0,81-1,00	Very Reliable
0,61-0,80	Reliabel
0,41-0,60	Quite Reliabel
0,21-0,40	Less Reliabel
0,00-0,20	Not Reliabel

Source : Sugiyono 2017 p.130

Meanwhile, the analysis method used in this research uses multiple linear regression (MLR) and hypothesis testing, namely the T-test on partial variables to determine whether there is an influence on the dependent variable based on the previous hypothesis.

RESULT AND DISCUSSION

Validity Test

Occupational Health and Safety Variable (X1)

Table 4.1 Validity Test Occupational Health and Safety (X1)

Indicator	rcount	rtable	Description
Personal Protective Equipment (PPE)	0.537	0.324	VALID
Working Environment Conditions	0.604	0.324	VALID
Working Environment Conditions	0.877	0.324	VALID
Use of Work Equipment	0.685	0.324	VALID
Use of Work Equipment	0.764	0.324	VALID
Lighting in the work space	0.735	0.324	VALID
Physical and mental condition of employees	0.520	0.324	VALID
Physical and mental condition of employees	0.713	0.324	VALID

Source: Writer in 2023 with spss volume 26

Based on the validity test table for the Occupational Health and Safety variable (X1), it shows that each statement item is declared valid. According to the calculation results above, the validity results using a survey of company employees, the most valid indicator is the work environment. This shows that the company has provided appropriate work environment indicators. suitable for employees in the field, apart from that, each indicator also shows a Corrected Item-Total Correlation greater than rtable starting from the largest to the smallest or rcount $0.520 - 0.877 > rtable 0.324$, for rtable 0.324 is obtained from the r statistics table where the df value =N (number of respondents) -2.

Work Environment Variable (X2)

Table 4.2 Work Environment Validity Test (X2)

Indicator	rcount	rtable	Description
Physical Environment	0.762	0.324	VALID
	0.800	0.324	VALID
	0.767	0.324	VALID
	0.720	0.324	VALID
Non-Physical Environment	0.774	0.324	VALID
	0.761	0.324	VALID
	0.499	0.324	VALID

Source: Writer in 2023 with spss volume 26

Validity test table for the Workplace Environment variable (X2), If we look at the calculation results above, we can conclude that the validity of the research on the work environment has valid results according to the results of the survey of employees, but with this research we can see that the work environment divided into two sub indicators, namely the physical environment and non-physical environment and the validity results tend to be more towards the physical work environment. We can see that the largest result is in the physical environment indicator, namely 0.800 and the smallest validity result in the non-physical environment, namely 0.499, even so, the validity results for each work are still environment Corrected Item-Total Correlation exceeds the critical value. This can be seen by comparing the rcount which ranges between 0.499 – 0.800 with the rtable which exceeds 0.324. The r table value of 0.324 is obtained from the 'r' statistical table, where the degrees of freedom df - N (number of respondents) - 2.

Employee Performance Variables (Y)

Table 4.3 Work Performance Validity Test (Y)

Indicator	rcount	rtable	Description
Quantity of Work Output	0.565	0.324	VALID
Quantity of Work Output	0.724	0.324	VALID
Quality of Work Results	0.551	0.324	VALID
Quality of Work Results	0.727	0.324	VALID
Efficiency in carrying out tasks	0.777	0.324	VALID
Initiative	0.789	0.324	VALID
Initiative	0.744	0.324	VALID
Accuracy	0.751	0.324	VALID

Source: Writer in 2023 with spss volume 26

The validity test table for the Employee Performance variable (Y) shows that each statement item is declared valid. However, if we look more carefully, it turns out that the most valid thing based on a survey of each employee in the company is the indicator of initiative. This shows that the average employee has an initiative attitude towards work in the company and this shows good results for employee performance. Apart from that, each indicator also has a Corrected Item-Total Correlation that exceeds its critical value. This can be seen by comparing the rcount which ranges between 0.551 – 0.789 with the rtable which exceeds 0.324. The rtable value of 0.324 is obtained from the 'r' statistical table, where the degrees of freedom $df=N$ (number of respondents) - 2.

Reliability Test

Reliability testing is a tool for measuring a questionnaire that has indicators of variables or constructs.

Table 4.4 Result of Reliability Test

Variable	N of Items	Cronbach Alpha	Description
X1 (Health & Safety Work)	8	0.815	Valid
X2 (Work Environment)	7	0.822	Valid
Y (Employee Performance)	8	0.841	Valid

Source: Writer in 2023 with spss volume 26

From the reliability testing of the three variables, the results are very surprising. The variable with the most reliability for the company or perhaps the type of industry is the first variable (X2) work environment, followed by (Y) employee performance, then the last one is (X1) health and safety. This needs to be straightened out. Reliability Test is a tool used to measure the consistency of a questionnaire which is an indicator of a variable or construct. (Ghozali, 2018) so from these results the most consistent variable is the work environment of 0.882. This is very surprising because every oil & gas industry prioritizes the system. health & safety, but the results in the field are work environment variables which have a very big influence.

However, the results of data calculations in the table above show that all variables indicating Occupational Health and Safety (X1), Work Environment (X2), and Employee Performance (Y) have a Cronbach Alpha value > 0.70 , namely $X1= 0.815 > 0.70$, $X2 = 0.882 > 0.70$, and $Y = 0.841 > 0.70$. From this it proves that all the variables in this research are declared reliable.

Multiple Linear Regression test Multiple Regression Analysis Results of X1 on Y

Table 4.5 Multiple Regression Analysis Results of X1 on Y

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10.953	3.996		2.741	0.10
Health & Safety Work	0.665	0.115	0.71	5.790	0.00

a Dependent Variable : Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.710a	0.504	0.489	2.68

a Predictors: (Constant), Health & Safety Work

Source: Writer in 2023 with spss volume 26 application

As the results of the multiple linear regression analysis above, the following results were obtained: $Y = 10.953 + 0.665X + e$. This proves that the variable Occupational Health and Safety (X1) has an impact on the Employee Performance variable by 0.665. Furthermore, the coefficient for Occupational Health and Safety (X1) is 10.953, which means that for every one-unit increase in the Occupational Health and Safety (X1) variable, the Employee Performance (Y) variable will increase by 10.953. In the significance coefficient table above, for X1, the result is $0.000 < 0.05$, which means it has an impact on the Employee Performance variable as the Y variable, and the data results are considered reliable.

Multiple Regression Analysis Results of X2 on Y

Table 4.6 Multiple Regression Analysis Results of X2 on Y

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.774a	0.599	0.587	2.409

a Predictors: (Constant), Work Environment

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.991	3.433		2.910	0.006
Work Environment	0.792	0.113	0.774	7.026	0.00

a Dependent Variable: Employee Performance

Source: Writer in 2023 with spss volume 26 application

The results obtained from the multiple linear regression analysis outlined in the preceding section are as follows: $Y = 9.991 + 0.792X + e$. These findings indicate that the variable X2, representing Workplace Environment, exerts an influence of 0.792 on Employee Performance (Y). It's important to highlight that the R Square value, or the coefficient of determination, is 0.599, signifying that Workplace Environment (X2) significantly affects Employee Performance (Y) by approximately 59.9%. The remaining 40.1% (100% - 59.9%) is attributed to unmeasured variables in the study. In the significance coefficient table provided, X2 exhibits a result of $0.000 < 0.05$, confirming its substantial impact on Employee Performance (Y) and the reliability of the data results.

Multiple Regression Analysis Results of X1 and X2 on Y

Table 4.7 Multiple Regression Analysis Results of X1 and X2 on Y

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	299.358	2	149.679	26.829	.000b
Residual	178.528	32	5.579		
Total	477.886	34			

a Dependent Variable: Employee Performance

b Predictors: (Constant), Health, Safety & Work Environment

Source: Writer in 2023 with spss volume 26 application

In Hypothesis 3, with X1 representing Occupational Health and Safety and X2 denoting Workplace Environment in relation to the Y variable, which is Employee Performance, the ANOVA table test results reveal a significance (sig) value of $0.000 < 0.05$ for both Occupational Health and Safety (X1) and Workplace Environment (X2). This outcome indicates that they indeed influence Employee Performance as the Y variable.

Hypothesis Test

T Test for Occupational Health and Safety (X1) on Employee Performance (Y)

Table 4.8 T Test for Occupational Health and Safety (X1) on Employee Performance (Y)

Model	Unstandardized Coefficients		Std. Error	Standardized Coefficients Beta	t	Sig.
	B					
1 (Constant)	10.953		3.996		2.741	0.10
Health & Safety Work	0.665		0.115	0.71	5.790	0.00

a Dependent Variable: Employee Performance

Source: Writer in 2023 with spss volume 26 application

The sig value for the influence of Occupational Health and Safety (X1) on Employee Performance (Y) is known to be $0.000 < 0.05$, and the calculated t-value of 5.790 is greater than the table t-value of 2.741. Therefore, it can be concluded that H1 is accepted, indicating that there is an influence of Occupational Health and Safety (X1) on Employee Performance (Y) at PT. National Oilwell Varco Indonesia in the year 2023.

Work Environment T Test (X2) on Employee Performance (Y)

Tabel 4.9 T Test for Work Environment (x X2) on Employee Performance (Y)

Model	Unstandardized Coefficients		Std. Error	Standardized Coefficients Beta	t	Sig.
	B					
1 (Constant)	9.991		3.433		2.910	0.006
Work Environment	0.792		0.113	0.774	7.026	0.00

a Dependent Variable: Employee Performance

Source: Writer in 2023 with spss volume 26 application

Based on the results of the data calculations above, it is known that the sig value for the influence of Workplace Environment (X2) on Employee Performance (Y) is $0.000 < 0.05$, and the calculated t-value of 7.026 is greater than the table t-value of 2.910. Therefore, it can be concluded that H1 is accepted or valid, indicating that there is an influence of Workplace Environment (X2) on Employee Performance (Y) at PT. National Oilwell Varco Indonesia in the year 2023.

CONCLUSION

Hypothesis: The Influence of Occupational Health and Safety on Employee Performance

Based on the test results obtained and elaborated statistically using the SPSS 21 program, it can be observed that Occupational Health and Safety has an R Square value of 0.504, or 50.5% in percentage terms, while the remaining 49.5% ($100\% - 50.5\%$) is influenced by other unmeasured variables in the study. For example, working according to targets, completing tasks on time, absence of workplace accidents, and timely work schedules. The significance value is 0.000, which is less than 0.05 ($0.000 < 0.05$), so Hypothesis (H1) is accepted. Therefore, it can be concluded that Occupational Health and Safety significantly and positively affects Employee Performance. This research result is consistent with previous studies that demonstrate that Occupational Health and Safety have a very significant simultaneous influence on Employee Performance (Syamsul Bahri1 , Mappaming , Jaelan Usman, 2022).

Hypothesis: The Influence of Workplace Environment on Employee Performance

As of the test results obtained, it can be seen that the work environment has passed the reliability test, indicating that all the statements for the Workplace Environment variable (X2) in the study are reliable. This conclusion is based on the value of Cronbach's Alpha Based on Standardized Items, which is greater than 0.60. Furthermore, the R Square value or the coefficient of determination is 0.599, showing that Employee Performance (variable Y) can be influenced, with a relatively strong influence by Occupational Health and Safety (variable X), to the extent of 59.9% in percentage terms, while the remaining 40.1% (100% - 59.9%) is influenced by other variables not measured in the study. With a significance level of 0.000, which is less than 0.05 ($0.000 < 0.05$), Hypothesis 2 (H2) is accepted. Thus, it can be concluded that the Workplace Environment partially has a positive influence on employee performance. These research results are consistent with previous studies that show a positive and significant influence between Occupational Health and Safety and Employee Performance (Elphiana E.G, Yuliansyah M. Diah, & M. Kosasih Zen, 2017, p.14).

Hypothesis: The Influence of Occupational Health and Safety and Workplace Environment on Employee Performance

From the research results outlined above, it can be concluded that the influence of the independent variables, Occupational Health and Safety (X1) and Workplace Environment (X2), on the dependent variable, Employee Performance (Y), is highly significant. This is indicated by the value of the coefficient of determination or R Square, which is 0.626, or 62.6%. This figure implies that variables X1 and X2, when considered together, have a combined impact on Y of 62.6%, while the remaining $100\% - 62.6\% = 37.4\%$ is influenced by other variables outside the multiple regression equation that were not measured in the study. These research results support previous studies on the positive influence of Occupational Safety (X1) and Occupational Health (X2) on Employee Performance (Y) as the examined outcome (Veronica, Muhammad Al Musadieg, and Arik Prasetya, 2014).

Suggestion

1. To PT. National Oilwell Varco Indonesia

Considering the explanations provided above, it can be asserted that employee performance is greatly influenced by the Health and Safety at Work (HSE) facilities provided by the company. Maintaining a well-implemented HSE system positively impacts both the company and its employees in their activities. However, it is within this context that the working environment significantly affects employee performance within the scope of their work, even more so than HSE. This highlights the importance for the company to focus not only on maintaining and developing the HSE system but also on creating a healthy and supportive working environment, which will have a substantial impact on employee performance in the future.

2. For future Researchers

This research is hoped that the results of this study can serve as a reference or further literature for research related to the influence of Health and Safety at Work and the working environment on employee performance. Additionally, it can be used as informative material or for more in-depth studies in the field of management.

Research limitations

In this research, the data used is focused on PT National Oilwell Varco Indonesia. With this research it is hoped that it can help add relevant information regarding the influence of Occupational Health and Safety and the Work Environment on Employee Performance at PT National Oilwell Varco Indonesia, even with the results of this data research It is still possible to have limitations in collecting concrete and credible data on companies and

equivalent industrial sectors. There are also limitations in collecting data both in literature and in field practice related to the objects studied, although this research highlights the impact of Occupational Health and Safety factors and the Work Environment on Employee Performance based on Age and Position, but does not delve deeper into the aspects, objects or phenomena which was not researched. Future research is expected to provide a more comprehensive data collection that includes more comprehensive data and in-depth insight into Health, Safety, and environment on Employee Performance at PT National Oilwell Varco Indonesia.

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