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Primadewi, K., & Biomi, A. A. (2021). Effect of occupational health safety on medical staff performance in Bali Royal Hospital Denpasar. *International Journal of Health & Medical Sciences*, 4(1), 141-144. <https://doi.org/10.31295/ijhms.v4n1.1642>

Effect of Occupational Health Safety on Medical Staff Performance in Bali Royal Hospital Denpasar

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Abstract---Occupational Safety and Health is the attention and protection provided by the company to all its employees. Work safety is safety related to work tools, materials and processing, workplace, and environment, as well as the ways employees do their jobs. The success of the hospital is supported by a good performance from the officers. Performance standards are the expected level of performance in an organization. Good work must be realistic, measurable and easily understood so that it benefits both the organization and employees knowing the effect of Occupational Safety and Health on the performance of medical staff at Bali Royal Hospital Denpasar. This type of descriptive analysis research with a quantitative approach and uses multiple regression analysis techniques. Collecting data with a questionnaire, the number of respondents was 60 people. The analysis shows that the Occupational and Safety Health variables have a significant effect on the performance of medical staff. The total coefficient of determination is 0.393 indicating that 39.3% of variations in Officer Performance are influenced by variations in Occupational Health and Safety. This shows that there is an influence of occupational health and safety on the performance of medical personnel at the Bali Royal Hospital Denpasar.

Keywords---good performance, hospital, occupational health, performance of medical staff, work safety.

Introduction

Occupational Safety and Health (K3) is an inseparable thing in human labor and resource systems. K3 is not only very important in raising social security and the welfare of its workers will but far from that K3 has a positive impact on the sustainability of job productivity. Therefore, the K3 issue at this time was not merely an obligation that workers should pay attention to, but also should be met by a system of employment (Marom & Sunuharyo, 2018). In other words, by this time K3 was not just an obligation, it would but already become a need for every worker and every form of work activity. Performance is the result of work on quality and quantity achieved by a clerk in carrying out his duties following the responsibilities given to him (Mangkunegara, 2016; Soekidjo, 2009). In each organization, humans are one of the very important components of bringing about the organization, it should be supported with good performance anyway because, without good performance, the organization will not achieve its goals (Country, 2011). Performance standards are the expected level of performance within an organization and are either a benchmark (benchmark) or a goal or target depending on the approach taken. Good standards of work should be realistic, measurable, and easily clearly understood so that they are beneficial to both the organization and the employees (Abdullah, 2014; Lockwood, 2010; Akanbi & Adetunji, 2016).

Method

The study used descriptive analysis with quantitative approaches and used Multiple-assisted regression analysis Techniques with SPSS programs. Quantitative methods namely a method that uses the sampling system of a population and uses structured questionnaires as a data collection tool. Quantitative approaches are used to search for

factual information in detail and identify issues or to obtain justification of the circumstances and activities in progress. The approach is used to know the effect of occupational health and safety on the performance of medical workers at Denpasar's Bali Royal hospital (Bavelaar et al., 2008; Goeschel et al., 2010; Katz et al., 2011).

Result

To answer the issues raised in the study, then there is multiple linear regression analysis, aiming to find out the effect of Occupational Safety and Health on the performance of medical workers at Denpasar in Bali Royal Hospital.

Table 1
Results of job safety variable reliability test, occupational health, and officer performance

No.	Variable	Cronbach's Alpha	Description
1	Occupational Safety (X2)	0,847	Reliable
2	Occupational Health (X1)	0,787	Reliable
3	Officer Performance (Y)	0,854	Reliable

Results of reliability tests displayed in Table 2 show that all three research instruments have a coefficient value of Cronbach's Alpha over 0.60 where suggests that all instruments are reliable so they can be used to conduct research.

Table 2
Research results analysis of multiple linear regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
Constant	0,745	0,537		1,388	0,171
Occupational Health	0,310	0,106	0,319	2,922	0,005
Occupational Safety	0,477	0,117	0,445	4,074	<0,0001

Based on the results of multiple linear regression analysis displayed in Table 2 can be formed structural equations as follows:

$$Y = 0.745 + 0.310X1 + 0.477X2 + e$$

Based on the model formed above, it has been conducted analysis jointly using the F (F-test) test, based on the results on the attachment obtained a value F-hitung of 18,457, significance (p-value) < 0,0001. When compared to a given tolerance value ($\alpha = 5\%$) then the significance value is smaller than α this the acquired conclusion that is H_0 is rejected and H_1 is accepted. The above results show that significant influential Occupational and Safety Health variables were rewarded by the Performance of the medical record officer. The total determination coefficient value of 0.393 indicates that by 39.3% the variation of Officer Performance is affected by variations in Occupational Health and Occupational Safety, whereas the rest by 60.7% is explained by other factors that are not incorporated into the model.

An analysis of the effects of occupational health and occupational safety on officer performance

The arguable research hypothesis stating that Occupational Health and Occupational Safety had a significant effect on Officer Performance proved the effect of each such variable by looking at the t-value of the table compared to the value of the value or in other ways that look at the magnitude of the value of the beta coefficient in each free variable. Based on Table 2 is known to be the coefficient of Occupational Health (b1) of 0.310 with a significance value of 0.005 (smaller than $\alpha = 0.05$). These results show that Occupational Health has a significant effect on Officer Performance. In addition the Occupational Safety coefficient (b2) amounts to 0.477 with a significance value of < 0,0001 (smaller than $\alpha = 0.05$). These results showed that Occupational Safety had a significant effect on Officer Performance (Robson et al., 2007; Champoux & Brun, 2003; Yoon et al., 2013).

Discussion

Results show that significant influential Health and Safety variables are rewarded with the Performance of Medical Officers. The value of the total determination coefficient of 0.393 indicates that as large as 39.3% of the variation in officer performance is affected by variations in occupational health and occupational safety. This suggests that there is an effect of occupational health and safety on the performance of medical workers in Bali Royal Hospitals.

Occupational Safety and Health (K3) is an inseparable thing in human labor and resource systems (Rahmah, 2017). K3 is not only very important in raising social security and the welfare of its workers will but far from that K3 has a positive impact on the sustainability of job productivity. Therefore, K3 at this time was not merely an obligation to be noticed by the workers, however, it should also be met by a system of employment. In other words, by this time K3 was not solely an obligation, would but was already a need for every worker and every form of work activity.

The performance of a medical officer is a very important factor for a hospital (Li et al., 2020; Cheng et al., 2020). Performance as an embodiment of work behavior. The medical officer displayed as a job achievement corresponds to his role in a hospital within a period. This is due to the performance of medical workers as one of the determinants of the success as well as the survival of hospitals. Thus according to health theory and occupational safety are efforts to be organized in all workplaces. Especially a workplace that is harmful to health easily contracts a disease or has employees of at least 10 people (Zheng et al., 2012; Wang et al., 2018; Lockley et al., 2007).

Conclusion

Occupational Health and Safety were significantly rewarded with the Performance of Medical Officers. The value of the total determination coefficient of 0.393 indicates that as large as 39.3% of the variations of Officer Performance are affected by variations in Occupational Health and Occupational Safety. This suggests that there is an effect of occupational health and safety on the performance of medical workers in the Bali Royal public hospital.

Advice

The Bali Royal hospital is expected to keep the job safety and health programs that have been implemented, to keep the medical officer's performance optimal in achieving maximum work outcomes. Researchers have further reviewed the deeper concerning related research or reviewed other factors that allow there to be an effect on the performance of medical workers in carrying out tasks other than health and safety variables.

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