

TECHNIUM

BUSINESS & MANAGEMENT



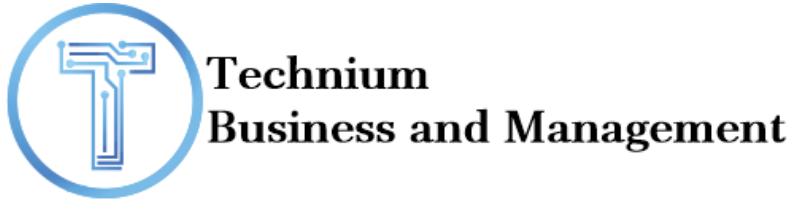
ISSN 2821-4366

www.techniumscience.com



Editorial Team

Technium Business and Management (TBM) ISSN 2821-4366 is an international, cross-disciplinary, academic, peer-reviewed and open access journal and is published online by Technium. All editorial decisions are made by a team of full-time professional editors and it will be displayed on journal website.



TBM was launched on 11 decembred 2022 during EsiTech Conference. All regitered reviewers are posted below:

| Name | Affiliation |
|---|--|
| Prof. Dr. M N Brohi | Campus Director Bath Spa University Academic Centre Rak Al Khaimah United Arab Emirates |
| Fanel Dorel Scheaua | Dunarea de Jos University of Galati, Romania |
| Claudia Sălceanu | Ovidius University of Constanța |
| Liviu-Constantin STAN | Constanta Maritime University, Romania |
| Samuel Karim | Ernest Bai Koroma University Of Science And Technology |
| Edith Kaiter | Naval Academy Constanta Romania |
| Ionut Scurtu | Naval Academy Constanta Romania |
| Tanase Tasente | Ovidius University of Constanța |
| Sabeeha Hamza Dehham | College of Basic Education, Babylon University,Iraq |
| Dr. Sudhir Kumar Chaturvedi | Associate Professor UPES INDIA |
| Ariyono Setiawan | Politeknik Penerbangan Surabaya |
| Michael Dabi | Evangelical Presbyterian University College, Ghana |
| Dr Mohammad Gouse Galety | Catholic University in Erbil Erbil-44001, Kurdistan Region,Iraq |
| Hadi Erfani | Department of Chemical Engineering, Faculty of Environment, Islamic Azad University, Iran. |
| Kwame Yaro Appiah | Co-Founder and Lead Research & African Centre for SDGs Research and Policy |
| Gulistan Khairandish | Kunduz University Afghanistan |
| Sohail Ahmad | Khawaja Fareed University of Engineering and Information Technology |
| Salim M Zaki | Department of computer science, Dijlah University College, Baghdad, Iraq |
| Hisam Ahyani | Islamic University of Miftahul Huda (STAIMA) Banjar City, Indonesia |
| Vu Minh Hieu PhD | Faculty of Business Administration Van Lang University, Ho Chi Minh, Vietnam |
| MsC. Dr. Bernardo Ricardo Pérez Barrero | Universidad de Ciencias Médicas de Santiago de Cuba. Facultad de Estomatología, Cuba |
| Muhammad Abdullah Arif Qureshi | Site Engineer |
| Sarah V. Ramos | Faculty, University of Southern Mindanao |
| Riffat Maryam Ansari | Salim Habib University Pharm |
| Ali Khalaf Gatea | Southern Technical University |
| Doulat Ram | Researcher |
| Mariwan Hasan | English Department, College of Basic Education, University of Sulaimani |
| Yadu Prasad Gyawali | Mid-West University, Nepal |
| Dr Ali Fahem Neamah | Computer science and IT faculty, Wasit university, Iraq |
| Dr. David Ming | Kadesi Theological School Bandung |
| Yahia Dawoud Eldie Arko | Al Fashir University, North Darfur, Al Fashir, Sudan |
| Mohammad lotfizad | Laser and Optical System Design |
| Safaa Dani | Hassan 1st university |

| | |
|--------------------------------------|--|
| Prof. Omar Al-Habib | Vice president for Scientific affairs, Nawroz University, Duhok |
| Katalin Puskas Khetani | Independent researcher |
| Mohibullah Salih | Department of Microbiology, Kabul University of Medicine science, Afghanistan |
| Alion Alizoti | Faculty of Natural Sciences, Department of Physics, University of Tirana, (Albania) |
| Ali Hussein Omer | University of Zakho, Iraq |
| Prof. Bakshi Hardeep Vaid | Nanjing University of Information Science and Technology (NUIST), Nanjing, China |
| Dr. K.Lenin | Prasad V. Potluri Siddhartha Institute Of Technology,Chalasani Nagar, Kanuru, Vijayawada, Andhra Pradesh 520007, India |
| Dr. Youcef SAHLI | Centre de Développement des Energies Renouvelables, CDER, 01000, Adrar, Algeria |
| Dr. Ajay B Gadicha | Department of Computer Science and Engineering, P.R.Pote (Patil) College of Engg. & Mgmt , Amravati. |
| Hussein Muzahim Aziz Basi | Department of Computer Engineering, Al-Farabi University College, Baghdad, Iraq |
| Dr. Ali Mohammed Qaid | Assistance Professor in Geology, Al-Hajar (Qabita) Community College – Lahj, Yemen |
| Agus Priadi | Universitas Bina Sarana Informatika, Jakarta - Indonesia |
| Dr.Raamani Thannimalai | Ministry of Education Malaysia |
| Muhammad Faisal | Sindh Madresatul Islam University Karachi Pakistan |
| Assoc. Professor PhD. Romeo Bosneagu | Mircea cel Batran Naval Academy Constanta |
| Olena Oliynyk | Academy of Fine Arts and Architecture, Kyiv, Ukraine |
| Macedon MOLDOVAN | Transilvania University of Brasov, Romania |
| Valentina Pomazan | Ovidius University of Constanța (Universitatea Ovidius din Constanța) |
| Melnic Lucia | Ovidius University of Constanța (Universitatea Ovidius din Constanța) |
| E T CHAKRAPANI | Assoc professor,HOD,Department of civil engineering |
| Romeo Boşneagu | Academia Navală Mircea cel Bătrân Constanța |
| Khaira Andish | Lecturer at Kunduz University |
| Mulaja Tshakatumba Constantin | University of Lubumbashi |
| Rosa Huaraca Aparco | Universidad Nacional José María Arguedas |
| Naeli Mutmainah | Raudatul Atfal (RA) Nurul Huda Banjar City, West Java, Indonesia |
| Radu Marius-Daniel | Universitatea Ovidius din Constanta |
| ENOIU Razvan Sandu | Universitatea Transilvania din Brasov |
| Vasile Florin POPESCU | National Defense University, Bucharest, Romania |
| Sandro Serpa | University of the Azores |
| Melat Bormambet | Ovidius University of Constanta, Romania |
| Danijela Pezer | University of Split, Croatia |


We will update once a year all registered reviewers in TBM.

Technium Busines...



JOIN NOW

Technium Business and Management

PDF is the official format for papers published in *Technium Business and Management (TBM)*. To view the papers in pdf format, click on the "PDF" link, and use the free [Adobe Reader](#)  to open them.

Published: 2023-01-06

Articles

Afghanistan and United States foreign relation after September 11th 2001

Hafiza Khurami

1-14



The influence of occupational health and safety on job satisfaction of permanent employees PT. Star Rubber, Kubu Raya Regency

Helman Fachri

15-23



Disaster Risk Management Preparedness and Challenges of a Local Beach and Dive Resort in Southern Negros Occidental

Joyce Apple G. Sangat, Kristin Iris G. Estores

24-58



Employ Successful Intelligence to Raise the Internal Auditor's Ability to Assess Risks: Evidence from Iraq

Abdulrasool Abdulabbas Sahib, Prof. Dr Asaad Mohammed Ali Wahhab

59-78



Analysis of credit risk, liquidity and profitability of the Trade Bank of Iraq for the period (2012-2021)

Ali Abdulhassan Abbas , Dhay Amjed Jawad

79-103



Vulnerability, Business Resilience, Mechanisms, and Challenges of Village (Barangay) Micro Business Enterprises in the New Normal

John Rey G. Lobaton

104-125

The influence of occupational health and safety on job satisfaction of permanent employees PT. Star Rubber, Kubu Raya Regency

Helman Fachri

Muhammadiyah University of Pontianak, Indonesia

Abstract

This study aims to determine whether occupational safety and health affect the job satisfaction of permanent employees at PT. Star Rubber, Kubu Raya Regency. The population in this study are all permanent employees at PT. Star Rubber Kubu Raya Regency as many as 131 people. Determining the number of samples using the slovin formula with a sample of 98 permanent employees using random sampling technique. The analytical method used in this research is validity test, reliability test, normality test, simple linear regression analysis, correlation coefficient, coefficient of determination and model feasibility test. Based on the results of simple linear regression, the equation $Y = 3.855 + 0.465X$ is obtained. The simple correlation coefficient results show an R value of 0.611 meaning that the relationship between occupational safety and health has a strong relationship to job satisfaction. The coefficient of determination (R^2) obtained is 0.374, meaning that job satisfaction is affected by occupational safety and health by 37.4% while the remaining 62.6% is influenced by other variables not examined in this study. The results of the model feasibility test obtained a significance value of 0.000 less than 0.05 meaning that the simple linear regression model is feasible to use to predict job satisfaction which is influenced by occupational safety and health at PT. Star Rubber, Kubu Raya Regency

Keywords: Job Satisfaction, Occupational Safety and Health, PT. Star Rubber, Kubu Raya Regency

INTRODUCTION

Human Resources is the main asset in an organization or company that must get serious attention and be managed as well as possible. This is intended so that the human resources owned by the company are able to provide optimal contributions in efforts to achieve organizational goals. In managing human resources, it is necessary to have management capable of managing resources in a systematic, planned and efficient manner. Therefore, the quality of human resources needs to be developed so that performance increases and the satisfaction of employees working in the company also increases. One of the things that must be the main concern for human resource managers is occupational health and safety.

Humans as workers are organizational resources that cannot be replaced by anything, because they play a very important role in managing, maintaining and using other important assets within the company such as infrastructure, equipment, machines, facilities and all forms of technology, so it becomes important to pay attention to health. and work safety of employees during work because it raises the risk of work accidents and disruption of employee health.

PT. Star Rubber Kubu Raya is a company engaged in the processing of rubber raw materials. In its activities, of course, there are many other materials that can endanger the health of employees, so it is necessary to have procedures in processing so that employees avoid poisoning or other health problems due to the materials used. Apart from that, given the large number of hazardous equipment used in processing, company management also needs to pay attention to employee safety. The following are work accidents that have occurred at the company PT Star Rubber Kubu Raya in the last 3 (three) years as follows:

Table 1. PT. Star Rubber Kubu Raya Regency Work Accidents by Type Year 2019-2021

1

| No | Types of Accidents | 2019 | 2020 | 2021 |
|--------------------------|-----------------------------|------|------|------|
| 1 | Wrenched | 9 | 6 | - |
| 2 | Fall | 2 | 2 | - |
| 3 | Crushed/Falling Objects | 3 | 3 | 1 |
| 4 | Slipping/Slipping | 2 | 2 | 2 |
| 5 | Splattered with Iron Flakes | 1 | 2 | 1 |
| 6 | Laka Accident | 2 | - | - |
| 7 | Chemical Exposure | 1 | - | - |
| 8 | Tergilas | 1 | 2 | - |
| 9 | Snapped/Pinched | - | - | - |
| Number of Work Accidents | | 21 | 17 | 5 |

Source: PT. Star Rubber, 2021

Based on table 1 above, the number of employees who experienced work accidents was very high, especially in 2019 with 21 cases. In 2020 it decreased by 19.1%, but the number of work accidents was still quite high with 17 cases, and in 2021 work accidents decreased by 70.6% or 5 cases of work accidents occurred.

Occupational safety and health is the most important thing for employees who work in the company. Widodo (2005) states that occupational safety and health is definitively a planned power and effort to prevent accidents or work-related illnesses. Occupational safety is a condition that indicates a safe condition, safe from hazards that can cause damage and loss in the workplace, Suma'mur (2009). Mondy (2008) stated that work safety is the protection of employees from injuries caused by work-related accidents. Mathis and Jakson (2002) revealed that occupational health is a condition that refers to physical, mental and emotional stability in general.

Job satisfaction is a pleasant or unpleasant emotional state with which employees view work, Handoko (2008). Job satisfaction can be formed, one of which is related to occupational safety and health.

Job satisfaction is needed and expected by the company so that employees can work at full capacity. According to Indrasari (2017: 43): "Job satisfaction is when there is no difference between what is desired and the perception of reality, because the desired minimum limit has been met." Employees who have high levels of job satisfaction will tend to be more committed and contribute and have high dedication to the company and ultimately have the will to work harder and be more productive.

LITERATURE REVIEW

According to Mangkunegara (2013: 162), stated several reasons that allow accidents and occupational health problems to occur, namely:

1. The condition of the work environment, including:
 - a. The safety of the preparation and storage of dangerous goods is not taken into account.
 - b. Overcrowded and claustrophobic workspace.
 - c. Improper disposal of dirt and waste.
2. Air regulation, including:
 - a. Air change in the work space is not good (the work space is dirty, dusty, and smells bad).
 - b. Unconditioned air temperature settings.
3. Lighting settings, including:
 - a. Improper setting and use of light sources.
 - b. Dimly lit workspace.
4. Use of work equipment, including:
 - a. Protection of obsolete and damaged work equipment.
 - b. Use of machines, electronic devices without proper safety.
5. Physical and mental condition of employees, including:
 - a. Damage to sensory organs, unstable employee stamina.
 - b. Unstable employee emotions, fragile employee personality, weak ways of thinking and perceptual abilities, low work motivation, careless attitude, inaccuracy, and lack of knowledge in the use of work facilities, especially work facilities that carry a risk of danger.

According to Dole and Schoeder in Indrasari (2017: 40): "Job satisfaction can be defined as individual feelings and reactions to the work environment."

Munandar in Indrasari (2017: 45) states that there are 5 (five) dimensions of job satisfaction, namely:

1. Satisfaction with the work itself. Work provides opportunities for employees to learn according to their interests and opportunities to be responsible. In the two-factor theory, it is explained that work is a factor that will drive a strong level of work motivation so that it can produce good work performance.
2. Opportunity for salary. Employee job satisfaction will be formed if the amount of money received by employees is in accordance with the workload and is balanced with other employees.
3. Promotional opportunities. Promotion is a form of appreciation received by employees in the organization. Employee job satisfaction will be high if employees are promoted on the basis of work achievements achieved by these employees.
4. Satisfaction with supervision. This is shown by superiors in the form of paying attention to how well the work is done by employees, advising and assisting employees and good communication in supervision. Employee job satisfaction will be high if the supervision carried out by the supervisor is motivating employees.

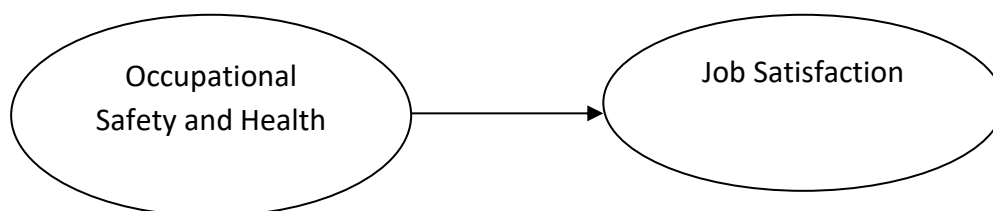
5. Satisfaction with colleagues. If in the organization there is a harmonious, friendly, and mutually helpful relationship between employees, it will create a conducive work group atmosphere, which will create employee job satisfaction.

FRAMEWORK

The application of Occupational Safety and Health (K3) to employees is related to employee job satisfaction. In addition to companies that must implement K3 according to the K3 Law, employees are also required to understand occupational safety and health, hazards and potential hazards, so that the purpose of this study was to determine the effect of occupational safety and health on job satisfaction of permanent employees at PT Star Rubber, Kubu Regency. Raya.

The framework model and hypotheses are as follows:

Figure 1.1
Frame of Mind



X = Occupational Safety and Health (X)

Y = Job Satisfaction (Y)

H₀ : A simple linear regression model cannot be used to predict employee job satisfaction affected by occupational safety and health

H_a : A simple linear regression model can be used to predict job satisfaction employees who are affected by occupational safety and health.

RESEARCH METHODS

This type of research is associative research. Lokasi Research on PT Star Rubber Kubu Raya Regency. Teknik Primary and skunder data collection through interviews and Questionnaires. The population in this study was all permanent employees who worked at PT Star Rubber Kubu Raya Regency as many as 131 people. The sampling technique uses a random sampling technique of 98 respondents. The data analysis techniques carried out are: Simple linear regression analysis, coefficient of collation (R), coefficient of determination (R²), and feasibility test of the model (test F)

RESULTS OF RESEARCH AND DISCUSSION

Characteristics of respondents. Most of the respondents are male, aged between 26-30 years, educated last SMA, worked in logistics, earned Rp. 2,467,630.00 per month, were married, and had 3 dependents.

Validity Test

The results of the calculation of the validity test of the variables of Occupational Health and Health (X) with 12 question items are as follows:

Table 2 Occupational Safety and Health Validity Test Results (X)

| No | r count | r table | Decision |
|------|---------|---------|----------|
| X.1 | 0,402 | 0,198 | Valid |
| X.2 | 0,259 | 0,198 | Valid |
| X.3 | 0,353 | 0,198 | Valid |
| X.4 | 0,489 | 0,198 | Valid |
| X.5 | 0,435 | 0,198 | Valid |
| X.6 | 0,222 | 0,198 | Valid |
| X.7 | 0,395 | 0,198 | Valid |
| X.8 | 0,324 | 0,198 | Valid |
| X.9 | 0,525 | 0,198 | Valid |
| X.10 | 0,417 | 0,198 | Valid |
| X.11 | 0,400 | 0,198 | Valid |
| X.12 | 0,315 | 0,198 | Valid |

Source: Processed Data, Year 2022

Table 2 shows the calculated r value of 12 statements submitted to the respondent is greater than the table r, then it can be concluded that the entire statement item in the occupational safety and health variables is declared valid. The statement that has the highest validity is statement X. 9 with a calculated r value of 0.525 and the statement that has the lowest validity is the statement X. 6 with a calculated r value of 0.222.

The results of the validity test of the Job Satisfaction variable (Y):

Table 3 Job Satisfaction Variable Validity Test Results (Y)

| No | r count | r table | Decision |
|------|---------|---------|----------|
| Y.1 | 0,361 | 0,198 | Valid |
| Y.2 | 0,438 | 0,198 | Valid |
| Y.3 | 0,391 | 0,198 | Valid |
| Y.4 | 0,202 | 0,198 | Valid |
| Y.5 | 0,361 | 0,198 | Valid |
| Y.6 | 0,263 | 0,198 | Valid |
| Y.7 | 0,242 | 0,198 | Valid |
| Y. 8 | 0,438 | 0,198 | Valid |
| Y.9 | 0,338 | 0,198 | Valid |
| Y.10 | 0,417 | 0,198 | Valid |

Source: Processed Data, Year 2022

Table 3 shows that the r count of the 10 statements submitted to respondents is greater than r table, so it can be concluded that all statement items in the job satisfaction variable are declared valid. The statement that has the highest validity is statement Y.8 with an r count of 0.438 and the statement that has the lowest validity is statement Y.4 with an r count of 0.202.

Reliability Test

The results of the calculation of the reliability test of the eight variables used in this study, namely occupational safety and health (X) and job satisfaction (Y) with a total sample of 98 respondents.

The results of the reliability test on statements in the variables of satisfaction and organizational commitment can be seen in Table 4.11 below:

Table 4 Reliability Test Results

| No | Variable | Cronbach's Alpha | Reliability Standards | Information |
|----|------------------------------------|------------------|-----------------------|-------------|
| 1 | Occupational Safety and Health (X) | 0.834 | 0,60 | Reliable |
| 2 | Job Satisfaction (Y) | 0.794 | 0,60 | Reliable |

Source: Processed Data, 2021

Table 4.12 shows cronbach's alpha value of occupational safety and health variables of 0.834 and *cronbach's alpha* of job satisfaction variable of 0.794 greater than 0.60. Thus, it can be concluded that the items of occupational safety and health variables and job satisfaction variables are reliable.

Normality Test

The results of the normality test in the research can be seen in Table 4.12:

Table 5 Normality Test Results

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 98 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 1,99371820 |
| Most Extreme Differences | Absolute | ,067 |
| | Positive | ,067 |
| | Negative | -,048 |
| Test Statistic | | ,067 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |

Source: Processed Data, 2021

Simple Linear Regression Analysis

The results of a simple linear regression analysis using the SPSS 23 program can be seen in Table 6 below:

Table 6. Simple Regression Results

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---------------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 3,855 | 2,552 | | 5,429 | ,000 |
| Total Keselamatan dan Kesehatan Kerja | ,465 | ,061 | ,611 | 7,571 | ,000 |

a. Dependent Variable: Total Kepuasan Kerja

From table 6 above, it can be seen that the simple linear regression equation is as follows:

$$Y = 3,855 + 0,465X$$

The interpretation of the results of the simple regression equation above is as follows:

1. The model of the constant regression equation $\alpha = 3.855$ means that if occupational safety and health are valued at 0, then job satisfaction in PT. Kubu Raya Regency Star Rubber will be worth 3,855.
2. The value of the regression coefficient $b = 0.465$ means that if occupational safety and health increases by 1 (one) unit then job satisfaction in PT. Star Rubber Kubu Raya Regency will increase by 0.465 units.

Simple correlation coefficient

The results of the correlation coefficient can be seen in Table 4.14:

Table 7 Simple Correlation Coefficient Results and Determination

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,611 ^a | ,374 | ,367 | 2,004 |

Source: Processed Data, 2021

The result of the simple correlation coefficient in Table shows an R value of 0.611, meaning that the relationship between occupational safety and health and job satisfaction is in the strong category.

Coefficient of Determination (R^2)

The result of the coefficient of determination can be seen in Table 7 above where it is known that the value of the coefficient of determination (R^2) obtained is 0.374. This means that job satisfaction was influenced by occupational safety and health by 37.4% while the remaining 62.6% was influenced by other variables that were not studied in this study.

Model Feasibility Test (Test F)

The results of the model feasibility test (F test) can be seen in Table 8 below:

Table 8 Model Feasibility Test Results (Test F)

ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 230,199 | 1 | 230,199 | 57,316 | ,000 ^b |
| Residual | 385,566 | 96 | 4,016 | | |
| Total | 615,765 | 97 | | | |

Source: Processed Data, 2022

The results of the model feasibility test (Test F) in Table 8 above, show a significance value of 0.000 which is less than 0.05, which means that the simple linear regression model is feasible to use to predict job satisfaction that is influenced by occupational safety and health at PT. STAR RUBBER Kubu Raya Regency.

CONCLUSION

Based on the research results and data analysis, it can be concluded that the Occupational Safety and Health Variable has a strong correlation with the Job Satisfaction variable at PT Star Rubber, Kubu Raya Regency. Occupational safety and health have a positive and significant effect on job satisfaction of permanent employees at PT Star Rubber, Kubu Raya Regency.

SUGGESTION

Regarding Occupational Safety and Health, employees still find equipment that has been damaged among equipment that is still functioning. This is of course more to be considered by the company so as not to become a threat to employees when working. Regarding job satisfaction, employees still feel that they have not had the same opportunity to be promoted. This of course requires the company, to be able to provide justice for all employees in order to get the same opportunity to be promoted.

REFERENCES

- [1] Aria, Tirama, Hamidah Nayati Utami dan Yuniadi Mayowan. 2015. Pengaruh Keselamatan Kerja Terhadap Kepuasan Kerja Karyawan (Studi Pada Karyawan Bagian Produksi PT. Hankook Tire Indonesia Cikarang). *Jurnal Administrasi Bisnis*, 29 (1), 112-120.
- [2] Darnoto, Sri. 2021. *Dasar-Dasar Keselamatan dan Kesehatan Kerja*. Muhammadiyah University Press, Surakarta.
- [3] Edison, Emron, Yohny Anwar, dan Imas Komariyah. 2020. *Manajemen Sumber Daya Manusia Strategi Perubahan Dalam Rangka Meningkatkan Kinerja Pegawai dan Organisasi*. Alfabeta, Bandung.
- [4] Hasibuan, Malayu. 2020. *Manajemen Sumber Daya Manusia*. Bumi Aksara, Jakarta.
- [5] Indrasari, Meithiana. 2017. *Kepuasan Kerja dan Kinerja Karyawan*. Indomedia Pustaka, Sidoarjo.
- [6] Irzal. 2016. *Dasar-Dasar Kesehatan dan Keselamatan Kerja, Edisi Pertama*. Kencana, Jakarta.

- [7] Mangkunegara, Anwar Prabu. 2013. *Manajemen Sumber Daya Manusia*. Remaja Rosdakarya, Bandung.
- [8] Mathis, L.R dan Jackson, 2002, *Manajemen Sumber Daya Manusia*, Edisi Pertama, : Salemba Empat Jakarta
- [9] Mondy, Wayne, 2008, *Manajemen Sumber Daya Manusia*, Jilid Kedua, Edisi kesepuluh, PT Gelora Aksara Pratama Jakarta
- [10] Peraturan Pemerintah Republik Indonesia No. 30 Tahun 2019 Tentang Penilaian Prestasi Kerja Pegawai Negeri Sipil
- [11] Priansa, D.J. 2018. *Perencanaan dan Pengembangan SDM*. Alfabeta, Bandung.
- [12] Sholihah, Qomariyatun. 2018. *Keselamatan dan Kesehatan Kerja Konstruksi*. UB Press, Jakarta.
- [13] Siregar, Sofyan. 2017. *Metode Penelitian Kuantitatif Dilengkapi Dengan Perbandingan Perhitungan Manual dan SPSS*. Kencana Media, Jakarta.
- [14] Suryawan, Kadek Senli Bonix, Riane Pio dan Wehelmina Rumawas. 2018. Pengaruh Keselamatan dan Kesehatan Kerja Terhadap Kepuasan Kerja pada PT. Pandawa Surya Sentosa Balikpapan Kalimantan Timur. *Jurnal Administrasi Publik*, 4 (61), 1-8.
- [15] Widodo, A. 2005. Taksonomi tujuan pembelajaran. *Jurnal Didaktis FPMIPA*, 4(2), 61-69 Universitas Pendidikan Indonesia Bandung.