



# Implementation of the Occupational Safety and Health (K3) Program and Job Training on Employee Performance at PT. Giken Precision Indonesia

Anugrah Dwi Juliati<sup>1</sup>, Majang Palupi<sup>2</sup>

<sup>1,2</sup> Department of Management, Faculty of Business and Economics, Indonesian Islamic University, Sleman, Special Region of Yogyakarta Indonesia

\*Corresponding author: [19311359@students.uii.ac.id](mailto:19311359@students.uii.ac.id)

## Abstract

*This study aims to determine the application of occupational safety and health (K3) programs and job training on employee performance at PT. Giken Precision Indonesia. The data method used in this study is a qualitative approach based on primary data obtained through observations and interviews with two supervisors in the Planner and Store departments. Based on the results of the interviews in this study, it shows that the application of occupational safety and health programs and job training on employee performance at PT. Giken Precision Indonesia has been running well.*

**Keywords: Occupational safety and health, job training, employee performance**

## 1. INTRODUCTION

Human resources (HR) is the main asset for an organization that has an important role as an aspect of planning and active actors in various organizational activities. In addition, the quality of human resource management must always be developed and directed to achieve the goals set by the company (Molina Azorin, 2021). So in reality that humans





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 and are able to manage them in a systematic and planned manner.

The production factors in companies that require resources include capital, materials and machinery. Even though the company has very sophisticated machines, these machines don't always work perfectly or smoothly, and of course the machines also need maintenance from humans. Without sophisticated machines, companies can continue to operate manually, but without employees the company will not be able to run at all. That is, a job will not go well if a work accident occurs which can result in a decrease in efficiency. Decreased performance can occur because employees experience injuries, equipment damage, and so on (Tridayanti & Subarkah, 2018). In other words, the occurrence of a work accident is an incident in the workplace that is unplanned, uncontrollable and unwanted, which is caused either directly or indirectly, by unsafe actions and or unsafe conditions resulting in the cessation of work activities (Jati & Thoufan Nur , 2021), so that it must be prevented in every unsafe act or condition, which can result in an accident (Candrianto, 2020).

In 2020, the Provincial Government of the Riau Islands awarded the Occupational Safety and Health awards to 38 companies in the Riau Islands. One of them who received an award in the SMK3 category was PT. Giken Precision Indonesia, this provides motivation for the company as an effort to prevent health problems while maintaining the safety of all parties involved in work activities which the company should think about and pay attention to. The existence of an Occupational Safety and Health management system can reduce work accidents, both from the behavior of the workforce and the conditions of the work environment (Maudica, Khoiroh & Satoto, 2021). Thus, the better the work health and safety efforts carried out in the company, the better will be the increase in employee work output so as to form a sense of responsibility and safety that the company has offered to its employees is useful for preventing work accidents (Trisnawati & Kurniawan, 2021). However, if there is a lack of awareness in employees about the importance of the work being done and their obligations, it shows that they still often underestimate the work they are





doing (Ritonga, 2019). Another effort that can improve employee performance and prevent work accidents is through job training.

Job training is a whole activity to provide, obtain, improve and develop work competence, productivity, discipline, attitude and work ethic at a certain skill and expertise level in accordance with the level and qualifications of the position or job. Through training, it can shape and equip employees by adding their skills, abilities, knowledge and behavior, so that work can be completed more quickly, effectively and can be done rationally (Ichsan, 2020). In other words, if employees get good training, they will have high performance. And vice versa, if employees lack or don't even receive proper training, it will have an impact on decreasing employee performance (Zahrani & Nugraha, 2020). Therefore, to be able to support companies in having good Human Resources for the continuity of achieving organizational goals, it is necessary to always strive to improve employee performance. Because performance is a consequence of society's demands so that it needs excellent service or service quality (Tejamaya et al., 2021). Employee performance is also a factor that determines company profitability and can be defined as the results of employee work over a period of time compared to the criteria, objectives, or norms set and agreed upon by the company (Eliyana, 2019).

PT. Giken Precision Indonesia is a company engaged in the manufacturing of electrical components and electronic components. In carrying out the production process, almost all activities are carried out manually or by using human power and only a few use machines, such as plastic injection molding machines. Based on this, it can be seen that in order to improve their performance, the human resources working for these companies need guarantees of occupational safety and health, given that the work they do contains risks that can threaten their safety and health (Maulana & Rosmayati, 2020).

Thus, PT. Giken Precision Indonesia is fully committed to paying attention to customer satisfaction by following applicable and applied requirements and continuously improving quality to achieve a quality goal. One of the requirements applied by PT. Giken Precision Indonesia regarding safety and health policy, namely "trying to provide a safe and healthy work environment, both in terms of safe work equipment for all employees and





ensuring the security/safety of every visitor, customer, provider/supplier or other parties related to we". Each employee is responsible for the quality of his work, therefore understands the requirements of the assignments received and for increasing efforts in terms of social responsibility. However, based on data received from research sites regarding work safety that PT. Giken Precision Indonesia has implemented a work safety program for field employees by providing personal protective equipment to field employees including gloves, goggles, wearpacks, safety shoes and safety helmets and others.

However, in terms of safety PT. Giken Precision Indonesia still has the risk of work accidents caused by several factors and results in reduced working hours of employees resulting in decreased employee performance. The accident occurred because there is still a lack of awareness among employees who do not use personal protective equipment at work. Apart from that, the thing that the writer got during the internship through on the job training was given by Mr. Felix as the person in charge of security to the writer in the form of an explanation about which parts or locations are safe to go through or not safe to go through and cases and biodata of employees who have experienced accidents at PT. Giken Precision Indonesia. Meanwhile, the author also received information regarding a recent work accident in February 2022, where one of the employees in the production department experienced a hand caught in the machine while working due to a lack of focus or negligence while working. Therefore, in an effort to improve the performance of PT. Giken Precision Indonesia must pay attention to aspects of occupational safety and health, especially in the maintenance and facility division and PT. Giken Precision Indonesia also needs to take more action to minimize cases of accidents and illnesses in the workplace through a job training evaluation program. So, in advancing the company, of course, the performance of employees who are very competent and have good human resources is needed to realize the vision and mission of the company that has been determined (Saputra & Mahaputra, 2022). To achieve company goals, human resources are needed who have high work motivation at work as well as supervision and employee health and safety which can affect employee performance (Sihotang, 2021). In this case the Implementation of the Occupational Safety and Health (K3)





Program and job training is very important in the performance of employees at PT. Giken Precision Indonesia and become one of the keys to improve quality in production.

## **2. LITERATURE RIVIEW**

### **2.1 Definition of Occupational Safety and Health (K3)**

Occupational safety and health (K3) is technically defined as a protection effort that aims to ensure that employees/labor and other people in the workplace are safe and healthy, so that every source of production can be used continuously, safely and efficiently (Sedarmayanti, 2018).

#### **2.1.1 Occupational Health and Safety Objectives**

According to (D. S. Widodo, 2021) the main objectives of implementing occupational safety and health occupational safety and health based on Law No.1 of 1970 include:

1. Protect and guarantee the safety of every worker and other people in the workplace.
2. Ensure that every source of production can be used safely and efficiently.
3. Improving national welfare and productivity.

#### **2.1.2 Principles of Occupational Safety and Health**

According to (Larasati, 2018) in general, the principles of occupational safety and health are the same as we answer questions about why we have to be healthy, why we have to be safe, why we have to be safe, namely Health Development, Preventing Accident, Safeguarding/maintaining Security

#### **2.1.3 Occupational Safety and Health Indicators**

Occupational safety and health indicators (Nuril, 2022), occupational safety and health (K3) indicators consist of Health financing, Health services, Equipment, Storage of goods, Work authority.

## **2.2 Job Training**





### 2.2.1 Definition of Job Training

According to (Dessler, 2023) "Training is the process of giving new or existing employees the skills they need to do their jobs". Given the importance of the training process for the benefit of employees and its impact on the organization, some countries and companies can spend a lot of money to continue the training process (Siddiqui & Sahar, 2019).

### 2.2.2 Factors of Job Training

According to (Kartika & Susanta, 2020) factors that can influence Job Training include:

1. Training participants
2. Instructor/coach
3. Training materials must be learnable by employees participating in the training with minimal assistance from trainers.
4. Training Location
5. Training Environment
6. Training Time

### 2.2.3 Purpose of Job Training

According to (Sunyoto, 2018) the purpose of holding the training itself is:

1. Improving performance
2. Updating the skills of employees
3. Reducing learning time
4. Solve operational problems
5. Promotion of employees
6. Orientation of employees towards the organization
7. Meet the need for personal growth

### 2.2.4 Job Training Techniques





According to (Mangkunegara, 2019), training has two techniques, namely on the job training and off the job training.

### **2.2.5 Benefits of Job Training**

Training is an effort planned by a company to facilitate employee learning about job-related competencies. These competencies include knowledge, skills, and behaviors that are very important or have a direct influence on employee performance. By doing this job training program will help companies achieve organizational goals. In addition, job training is also useful for improving the quality, skills, motivation, and expertise of employees in carrying out their work (Bartlett, 2019).

## **2.3 Employee Performance**

### **2.2.3 Definition of Employee Performance**

According to Kalogiannidis (2020) employee performance is defined as the behavior shown by employees when carrying out the tasks for which they are responsible, employee performance reflects the abilities and capabilities of each individual employee in an organization. In addition, (Guan & Frenkel, 2019) defines training as the acquisition and development of knowledge, skills and attitudes by employees in order to be able to do work effectively.

### **2.3.2 Employee Performance Factors**

In addition (Kartika & Susanta, 2020) stated several factors that affect performance, namely:

1. Compensation Factor
2. Career Path Factor
3. Employee Image Factor

### **2.3.3 Employee Performance Indicators**

Performance Indicators According to (Kartika & Susanta, 2020), namely:







1. Quality (quality)
2. Quantity (amount)
3. Time (long term)
4. Emphasis on costs
5. Supervision
6. Relations between employees

### **3. RESEARCH METHOD**

#### **3.1 Research Methods**

In writing this internship, the author decided to use a qualitative approach method obtained through direct data (interviews), which is a method in examining the status of a group of people, an object, a system of thought, or a class of events in the present. Qualitative research is an approach to exploring and understanding individual or group meanings that are ascribed to social or human problems (Creswell, 2018).

The purpose of this study is to make a description, a systematic, factual and accurate description of the facts, characteristics and relationships between the phenomena investigated. Because this company is engaged in electrical components and electronic manufacturing, which have risks to the safety and health of employees, this researcher aims to find out how the implementation of the Occupational Safety and Health (K3) program and job training in an effort to improve employee performance at PT. Giken Precision Indonesia.

#### **3.2 Data Collection Method**

The data collection method used to obtain the data needed in this study comes from primary data obtained through interviews with production and security supervisors, namely:

1. Primary Data







Primary data is data that is not directly obtained through the first source, and has been arranged in the form of a written document.

2. Interview

The interview conducted by the author is by asking questions which will be answered by Mr. Felix (key person) and Mr. Danang Endaryanto (supported) as supervisors in the planner and store section at PT. Giken Precision Indonesia.

3. Observation

As for the observations made by the author in his research in order to obtain data, namely by making direct observations and being involved in every activity during the internship at PT. Giken Precision Indonesia.

### 3.3 Analysis Units

The unit of analysis is a certain unit that is taken into account as a research subject, referred to as the unit of analysis. In this case the unit of analysis used in the writing of the internship held at PT. Giken Precision Indonesia. This internship research uses all employees of the molding department of PT. Giken Precision Indonesia which consists of production (operator), tooling, quality control (qc), office, maintenance and facility divisions.

## 4. RESULT

### 4.1 Interview Result

#### 4.1.1 Implementation of occupational safety and health (K3) programs in an effort to improve employee performance at PT. Giken Precision Indonesia

Based on a study of the results of interviews conducted by the author on August 1, 2022, regarding research on the application of occupational safety and health (K3) programs in an effort to improve employee performance at PT. Giken Precision Indonesia, shows that:

**First**, program implemented by PT. Giken Precision Indonesia, namely in the form of an Occupational Safety and Health Management System (SMK 3) program. PT. Giken Precision Indonesia also has a legal basis governing Occupational Safety and Health, regulated in Law no. 1 of 1970. For the law, the punishments regulated are quite complete





and sufficient, while for occupational safety and health (K3) equipment, it is also quite complete and sufficient..." (Felix, 01/08/2022)

**Second**, PT. Giken Precision Indonesia has never violated the Occupational Safety and Health (K3) legislation, all the regulations given are definitely implemented and followed, only the portions are gradual. But if there is a safety that doesn't go well, they will be given a warning and immediately fix it..." (Felix, 01/08/2022)

#### **4.1.2 Obstacles and challenges encountered by organizers in evaluating the implementation of occupational safety and health (K3) programs in an effort to improve employee performance at PT. Giken Precision Indonesia**

**First**, some of the occupational safety and health (K3) equipment not all employees use properly, as previously stated for the maintenance and facilities division who feel used to doing their jobs so they don't really care about occupational safety and health (K3) and must always be reminded..." (Felix, 01/08/2022)

**Second**, examples of accidents that have occurred are operator employees whose hands were caught by a machine while working, employees who were hit by forklifts, employees who fell and were exposed to dangerous liquids on their arms, and employees who experienced leaking heads due to being hit by robots. In addition, the occurrence of work accidents outside such as falling from the motorbike is also the responsibility of the company. Cases of accidents at work will certainly be recorded and reported every month.

The sources of the causes of accidents are all such as machines, work environment. But there are two main reasons:

1. Unsafe section personal action, meaning unsafe private action, for example not wearing a safety helmet and working close to the robot so that the head hits/hits the robot which causes the head to leak, the foot gets stuck/hits the pallet because it is not wearing safety shoes, etc.
2. Unsafe section action condition, meaning unsafe working environment conditions in the world of work, for example oil causes people to slip..." (Felix, 01/08/2022)





#### **4.1.3 The strategy used by organizers to overcome obstacles in implementing occupational safety and health (K3) programs in an effort to improve employee performance at PT. Giken Precision Indonesia**

**First**, the first control is carried out by holding training for new employees, while the responsibilities given by the company are easy with the condition that the employee must provide BPJS for employment and that is the employee's responsibility. That's the most basic, but the name of a work accident is something that is beyond expectations but will definitely happen..."(Felix, 01/08/2022)

**Second**, the reporting system that is implemented is in a written form which will be reported to the Manpower Office, so that means we make a work accident report. For work accident reports, the time is 2x24 hours. The report contains the biodata of the employee who had the accident, the date/time of the accident, photos of evidence of the accident, how many shifts the employee had, then the investigation, how to handle it, how to measure the contour, how to finish it. The report evidence must be complete..." (Felix, 01/08/2022)

#### **4.1.4 The organizer's steps to improve the occupational safety and health (K3) program in an effort to improve employee performance at PT. Giken Precision Indonesia**

**First**, steps taken by the company PT. Giken Precision Indonesia to socialize employees regarding occupational safety and health (K3), namely:

1. Conducting training, especially for new employees. Even though safety training has been given at the beginning, specific training will be given for the next stage. Because every employee who experiences a work accident is definitely under one year or under 6 months because the employee is not familiar with his work field.
2. There is a safety injection made by the operator, namely how to cut, what to do if injured/fire.
3. There are special groups regarding P2K3, fire factor, first aid, and 5S.
4. Running a monthly meeting program which will later be reported to the Manpower Office
5. Through with posters taped to the corners of the walls..."(Felix, 01/08/2022)





**Second**, do the form of supervision in security is by monitoring all employee activities, through patrols in every place. And in the ESQ section when finding something abnormal it will be photographed and sent to me. Later I will look for the person and will be briefed again..." (Felix, 01/08/2022)

**Third**, perform measurements on the work environment in the operator section such as:

1. The eye fatigue factor, regarding the lighting that we measure every month, if the lighting is lacking, the eyes get tired quickly. This is a company task that must be implemented.
2. The temperature, if it's in the molding operator, it's definitely hot because all the production machines are there. So it is made so that it is not hot, namely by adding a fan. This application is considered effective because it can get moving air rather than no fans at all, of course the air will stop and the heat will burn.
3. Noise, noise in molding has been measured with a standard of 85 decibels. If we enter tracing of 85 decibels and above we will provide ear muffs for that location. So if someone comes in they have to wear ear muffs. Now for the production section it is below 85 decibels.
4. The layout is just right..."(Felix, 01/08/2022)

**Fourth**, actively participate in 5S activities, starting from cleaning, organizing, creating discipline. So, if something doesn't work out and it could offend others, employees can report it to their superiors through the suggestion box. Later the person concerned will be summoned and given advice, so they are summoned separately to maintain privacy and avoid pressure. As for the physical and non-physical environment which is fairly conducive, and that is also the result of our factory manager who keeps reminding and contributing. However, the physical work environment varies, for example, some prioritize their respective regions. So as long as the finale is maintained, it will also provide the same opportunity..."(Felix, 01/08/2022)

**Fifth**, carry out routine or periodic health checks every year. But for this year it has not been implemented because Covid-19 is high and we are busy with vaccines, and a health check will be planned in the 6th month..."(Felix, 01/08/2022)





**Sixth**, dispose of B3 waste to the erkago service collector. So we only make temporary storage containers, then once a month or two months when they are full we call the collectors and they take care of it. This B3 waste can be in the form of oil, used drums or cans of printing paint, alcohol..."(Felix, 01/08/2022)

#### **4.1.5 Expectations from organizing for employees efforts to improve employee performance at PT. Giken Precision Indonesia**

My hope is that in the future there will be no accidents or no work accidents that hinder the process of producing production or defects in employees. This should be noted from the results of the training that has been done. Meanwhile, the application of occupational safety and health in an effort to improve employee performance here is fairly good, because basically employees at PT. Giken Precision Indonesia has to work using machines and face to face with machines so the accident rate has the potential to be very high. So, through the Occupational Safety and Health program, it can improve employee performance with indicators of personal protective equipment or what is often called personal protective equipment (PPE) that has been provided by PT. Giken Precision Indonesia..." (Felix and Danang Endaryanto, 01/08/2022)

#### **4.1.6 Implementation of job training programs in an effort to improve employee performance at PT. Giken Precision Indonesia**

Based on a study of the results of the interviews conducted by the author on August 1, 2022, regarding research on the application of job training programs in an effort to improve employee performance at PT. Giken Precision Indonesia, shows that the form of job training programs provided by PT. Giken Precision Indonesia in the form of:

**First**,The forms of training provided are fire safety evaluation training, training of company policy and objective for quality, review and job training descriptions, B3 waste and emergency response, retraining of sony green partners, as well as phthalate, and rohs compliance. The training is given every time a new employee joins in, every 6 months, or





every time something happens. Or other names are referred to as monthly programs or annual programs or certain programs...” (Danang Endaryanto, 01/08/2022)

**Second**, There are several types of training methods applied here, the first of which is lectures. In this lecture, we will call anyone, be it employees or interns, to go upstairs to the training room, where we will conduct a lecture using training materials. Second, this demonstration (exercise or practice) is like the one we did yesterday when conducting the Fire Safety Evaluation Training on March 31, 2022. The third method is online learning, such as holding a special group on P2K3, Danang Endaryanto and Felix, 01/08/2022)

#### **4.1.7 The organizer's steps to improve job training programs in an effort to improve employee performance at PT. Giken Precision Indonesia**

**First**, the training program provided is certainly in accordance with the needs of employees, those needs have been given a platform by PT. Giken Precision Indonesia to develop themselves through training programs and several competency skills. This is like a privilege to get support in improving employee self-esteem, this training is also really needed by employees as a benchmark for developing their abilities and skills. PT. Giken Precision Indonesia always needs competent workers in their fields to increase profits and company development. So, employee training or coaching is very important to do...” (Danang Endaryanto, 01/08/2022)

#### **4.1.8 The impact of efforts to implement job training programs in an effort to improve employee performance at PT. Giken Precision Indonesia**

**First**, job training is certainly very influential on the performance of employees at PT. Giken Precision Indonesia, training can help employees avoid work accidents and improve individual performance in the organization. The training program is also very influential in the level of employee achievement. Training is not a momentary process, but must be held continuously, like here every 6 months or every time something happens or every time a new employee enters, they must conduct training because every time there are new







problems, new procedures, equipment or machinery, technological developments and new positions will continue to grow.

## 4.2 Observation Results

The following is the result of observations that the author made during his apprenticeship of approximately 5 months by observing what phenomena, situations or conditions occurred at PT. Giken Precision Indonesia especially in the molding department. As for the results of the observations made by the author in supporting this research regarding: (1) Implementation of occupational safety and health (K3) programs in an effort to improve employee performance at PT. Giken Precision Indonesia, (2) Implementation of job training programs in an effort to improve employee performance at PT. Giken Precision Indonesia.

### 4.2.1 Implementation of occupational safety and health (K3) programs in an effort to improve employee performance at PT. Giken Precision Indonesia

From the analysis carried out by the authors, it was found that the implementation of the occupational safety and health program at PT. Giken Precision Indonesia is pretty good and good. This is evidenced by the existence of an occupational safety and health management system (SMK3) which contains SOPs and PT management system rules. Giken Precision Indonesia as a whole in the context of risk control related to work activities. As for the concrete evidence that the author did during his apprenticeship at PT. Giken Precision Indonesia using the observation method, it can be concluded as follows:

**First**, from the results of the author's experience in carrying out specific training activities for the second time with new employees on March 21 2022 guided by Mr. Felix as supervisor in the Planner section. The author reviews that the implementation of the safety and health program carried out by PT. Giken Precision Indonesia in dealing with work accidents is provided with explanations in the form of material questions and giving examples through projector displays related to occupational safety and health, and explanations of which parts or places are prohibited or dangerous to pass because they are







prone to accidents, as well as written evidence of an accident reporting system work that contains biodata, date/time, photo evidence, and shifts of how many employees have had accidents.

**Second**, when recording the machines in the production section, the writer observed that there were several broken machines and PT. Giken Precision Indonesia took action by immediately replacing the new production machine.

**Third**, there is a determination of personal protective equipment (PPE) signs for both general and special work areas, exit signs/evacuation routes, fire extinguisher signs, B3 material & waste signs, signs or symbols of traffic signs/K3, area/room name signs located at each corner of the wall.

**Fourth**, in July 2022 PT. Giken Precision Indonesia carried out booster vaccinations for approximately 1,900 employees which were divided into four departments namely Hq, Assembly, PCBA and Molding which were carried out in the security post 3 field.

So that the results of these observations can be supported based on the results of interviews that the author has conducted with Mr. Felix.

However, as for the deviant things that were found by the author during his observation at PT. Giken Precision Indonesia is that there are still many deficiencies such as employees who do not use personal protective equipment (PPE) when carrying heavy equipment (forklifts), carrying forklifts at high speed without paying attention to people around them who are walking, running town tranes without notifying or warning employees who is standing under the town trane, and there are still employees who don't follow health protocols by not wearing masks.

So from the results of observations at PT. Giken Precision Indonesia has several deficiencies in implementing the occupational safety and health program carried out by employees. This is supported by the results of an interview by Mr. Felix.

#### **4.2.2 Implementation of job training programs in an effort to improve employee performance at PT. Giken Precision Indonesia**





From the analysis carried out by the author, the result is that the application of job training programs at PT. Giken Precision Indonesia is pretty good and good. This is evidenced by the author's real experience which can be concluded as follows:

**First**, on March 31 2022 PT. Giken Precision Indonesia held a fire safety evaluation training which was held at 15.00 in the post 3 security field.

**Second**, it is still routine and the implementation of training conducted by internal parties at PT. Giken Precision Indonesia to employees in the office, which consists of fire safety evaluation training, company policy and objective for quality training, review and job training descriptions, B3 waste and emergency response, retraining of sony green partners, as well as phthalate and rohs compliance.

**Third**, there is a training method consisting of several types of methods in the form of lecture methods, demonstrations (training or practice), and online learning.

**Fourth**, there is the implementation of a box meeting tool for employees in the operator (production) section who are guided by the leader of each season every morning before carrying out work activities.

From the results of the analysis of the observation of the training activities, it can be confirmed through the training data carried out by the author when carrying out internship activities such as inputting and updating training data which consists of training records, training programs, and training attendance. as well as through direct observation to production machines every morning. In addition, the author also took part in the fire safety evaluation training activities which were carried out on March 31, 2022 in the post 3 security field with employees in the office section. While the results of this training observation can be supported from the results of the interviews that have been conducted with Mr. Felix and Mr. Endaryanto.

## 5. CONCLUSION

Based on the results of the internship activities that the author has done at PT. Giken Precision Indonesia, has concluded:





1. In terms of safety and health planning and job training at PT. Giken Precision Indonesia has involved all elements in their respective departments consisting of Hq, molding, PCBA and assembly departments.
2. Based on the policy system implemented by PT. Giken Precision Indonesia is considered very good because it has a management system that is integrated with other management systems at PT. Giken Precision Indonesia. Through the vision and mission implemented regarding safety and health policy, it becomes one of the main requirements in PT. Giken Precision Indonesia.
3. In terms of the quality of safety and health workers and job training at PT. Giken Precision Indonesia is fairly good because it already has experience and skills as a general occupational safety and health expert and has even attended various kinds of training.
4. In terms of the dangers and risks of the machine and the equipment used by employees, especially employees in the operator (production) section, there is still a high level of accident cases caused by two factors, namely: (a) unsafe section personal action and (b) unsafe section action conditions.
5. The facilities provided by PT. Giken Precision Indonesia to employees with the availability of supporting facilities and infrastructure in implementing safety and health programs as well as job training at PT. Giken Precision Indonesia is also quite good because it is provided according to the needs of the job.
6. In terms of implementing safety and health programs and job training in an effort to improve employee performance at PT. Giken Precision Indonesia is good enough by monitoring, supervising, training, or evaluating through material explanations or outreach to employees to avoid the main causes of work accidents, namely personal unsafe section actions and unsafe section action conditions.

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