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The Implications of Occupational Safety and Health, Discipline, and Motivation on Employee Performance and Productivity at PT. Sarana Warna Megah Surabaya

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ABSTRACT

The industrial sector is experiencing competitive pressure as a function of the desire to better manage its resources, especially their human resources. Therefore, the corporation must create the most of its efforts to improve these human resources if it is to attain high levels of employee performance and productivity. The targets or goals for PT. Sarana Warna Megah are not even reached because of several their employee problems. The objective of this research is to indicate and examine the potential simultaneous, partial, and dominating impacts that work discipline, motivation, and occupational safety and health variables may have on employee performance and productivity at PT. Sarana Warna Megah Surabaya. 60 respondents composed the sample for this research. Probability sampling was used to conduct out the sampling process. Multiple linear regression analysis is the analysis method employed, and the f-test (simultaneous), t-test (partial), and dominant are utilized for hypothesis testing. The results of this research indicate that employee performance and productivity are significantly influenced by work discipline, motivation, and occupational safety and health. The findings indicate that factors such as work discipline, motivation, and occupational safety and health have a partial impact on employee performance and productivity. Occupational discipline and motivation are other factors that affect employee performance and productivity, but occupational safety and health are the ones that have the biggest impact.

Keywords: *Discipline, Employee Performance and Productivity, Motivation, Occupational Safety and Health*

INTRODUCTION

An important component of Indonesia's economy is industry. The industrial sector is experiencing competitive pressure as a function of the desire to better manage its resources, especially their human resources. Therefore, the corporation must create the most of its efforts to improve these human resources if it is to attain high levels of employee performance and productivity. The concept of productivity is directly correlated to the concepts of efficiency and effectiveness because high levels of both will lead in high levels of productivity.

PT. Sarana Warna Megah is a one of the businesses in Surabaya that manufactures paints products. The issue that this corporate frequently suffers is employee performance and productivity, which diminishes the targets that the corporate has established. Every company or organization must prioritize occupational safety and health in general. In order to implement occupational safety and health, PT. Sarana Warna Megah Surabaya is divided into two areas, such as the office area and the production area. The organization has supported initiatives to reduce workplace accidents and enhance occupational health, but some employees continue to disregard their own safety and well-being, such as by ignoring instructions to wear Personal Protective Equipment (PPE) while working. Employee work discipline is one of the things that must be considered in order to achieve effective and efficient organizational objectives. In addition, there was a lot of indiscipline at PT. Sarana Warna Megah, including numerous instances of absenteeism, frequent tardiness, and excessive usage of digital devices during working hours. Another factor supporting employee productivity and performance is motivation, which helps employees achieve the targets set by corporate executives. The targets or goals for PT. Sarana Warna Megah are not even reached because of low employee motivation. Therefore, motivation is required from the company's superiors to their employees so that they remain enthusiastic in conducting their obligations to work well.

According to Kevin Rei Samahati statement, employee productivity at PT. PLN UP3 Manado is significantly impacted by Occupational Health and Safety (OHS), with a beta coefficient of 0.409 and a significant t value of 0.004; besides that, employee productivity is significantly impacted by work discipline, with a beta coefficient of 0.526 and a significant t value of 0.000 (Samahati, 2020).

Meanwhile, according to Dini Riskhi Ariani statement, the results of the f test are presented in Table 5 with a significance level of $0.000 < 0.05$ and a calculated F value of $56.249 > 2.82$ F table. The results indicate that the variables of job rotation (X_1), work discipline (X_2), and workload (X_3) can simultaneously have a significant impact on the work productivity variable (Y), indicating that these variables can have an impact on employee work productivity at PT. Buana Cipta Propertindo. The calculated t value for the job rotation variable is $6,684 > 1,681$ t table and the sig value is $0.000 < 0.05$, thus partially the job rotation variable has a

significant effect on work productivity. The work discipline variable's computed t value is $3,524 > 1,681$ and the results are $\text{sig } 0.001 < 0.05$, indicating that it may partially have a substantial impact on work productivity. The workload variable's computed t value is $3,861 > 1,681$ and the results are $\text{sig } 0.000 < 0.05$, indicating that it may partially have a considerable impact on job productivity. Furthermore, it can be inferred from this research that workload, job rotation, and work discipline all enhance employee productivity (Ariani et al., 2020).

In addition, according to Fiera Zelinsha and Valentina Monoarfa statement, The correlation coefficient (R) is used to establish the direction and magnitude of the association between the independent variable (X) and the dependent variable (Y). The results of a simple linear regression with a summary model of the correlation coefficient value R, which shows the strength of the relationship between the independent variable and the dependent variable is 0.604 or nearly 1, meaning that there is a strong relationship, and R square or the coefficient of determination R^2 , which shows the magnitude of the contribution of 0.365 or 36.5% of the contribution variable X (Motivation) to variable Y (Work Productivity), while the remaining variables show no significant relationship. The results of the t test for the motivational variable obtained t count = 4,968 with a P value = 0.000, using a significant limit $\alpha = 0.05$ to get t table (95% ; 45-1) of 1.679. Thus the t-test hypothesis of the motivation variable has a significant effect on work productivity (Laisa & Monoarfa, 2018).

The research of Kamang, Adolfini and Genita, it stated that PT. PLN (Persero) Manado Area can pay attention to the impact of every current employee, and the company must pay attention to the work quality standards set for employees, such that employees can achieve these work quality standards correctly. At the same time, work safety and work discipline have a positive impact on employee work productivity (Pesik et al., 2018).

Meanwhile, the research of Fira et, al, it stated that employee work productivity has a significant, positive association with work discipline, occupational health and safety, or put another way, an improvement in work discipline, occupational health and safety, and productivity is followed by employees. The findings of this research can help explain why earlier studies looking at the impact of work discipline and occupational health safety (OHS) on employee work productivity frequently find similar results (Indarwati et al., 2021).

In addition, according to Osha Silvia research, occupational health safety (OHS) and discipline work as partialy and simultaneously affect productivity work. Based on these results, PT. Pura Barutama Unit Paper Mill must be able to maintain and increase productivity work employees by giving good k3 to employees and maintain discipline of employees (Anggraeini, 2014).

This research aims to find out and examine if factors such discipline, motivation, and occupational safety and health have a concurrent, limited, or dominant impact on work productivity at PT. Sarana Warna Megah Surabaya.

RESEARCH METHODOLOGY

The questionnaire design utilized in this research attempts to make it easier for researchers to identify variables and indicators as items that will then be used as questionnaires. Each variable and its indicators are based on empirical data, and the survey uses a Likert Scale with five alternative answers, each with a score ranging from 1 to 5. According to Sugiyono, Likert Scale is a psychometric scale that is commonly used in questionnaires and is the most widely used scale in research in the form of surveys. In addition, it is used to measure people's attitudes, beliefs, and perceptions toward the social issues that are the object of research (Sugiyono, 2019).

There are around 60 respondents that are PT. Sarana Warna Megah Surabaya employees are used in this research. In this research, probability sampling is the method employed for sampling. According to Sugiyono statement that probability sampling is a sampling method that offers each member of the population an equal chance to be sampled. There are two kinds of data collection in this research, such as primary data and secondary data. Primary data includes information that has been received directly from the company, questionnaires, and observational data. While secondary data derived from books that support this research, company documents regarding company history and organizational structure. The data collection used in this research is a literature study, questionnaires, observation and documentation.

RESULT AND DISCUSSION

The Research Results

The Characteristics of Respondents

The characteristics of respondents need to be presented in this research in order to describe the circumstances or conditions of the respondents who can provide additional information to understand the research results.

Table 1. The Characteristics of Respondents Based on Gender and Age

No.	The Characteristics of Respondents	Description	Total	Percentage (%)
1.	Gender	Male	33	55
		Female	27	45
Total			60	100
2.	Age	22 – 29 years old	21	35
		30 – 40 years old	24	40
		41 – 50 years old	15	25
Total			60	100

Source: The Research Results of 2022

According to the preceding table, there were 55% more male respondents than female respondents, who composed just 45% of the population. Therefore, it can be stated that male employees represent a majority in PT. Sarana Warna Megah Surabaya. It is due to the requirement for the company to need more male employees who are capable of doing the work of producing items in factories, shipping goods, delivering goods, and managing warehouses.

The amount of respondents aged between 22 and 29 years was 21 respondents, or around 35%, followed by those aged between 30 and 40 years with 24 respondents, or around 40%, and those aged between 41 and 50 years with 15

respondents, or around 25%. Considering that this age range is arranged for employees who are the most mature and productive at their jobs in the organization, it can be seen from this description that there are 24 respondents in it who are between 30 and 40 years old, or almost 40% of the total.

The Research Analysis of Independent and Dependent Variables

The variables that describe the indicators are analyzed on a Likert Scale from 1-5. It is considered that by presenting the variable indicators, it would be possible to understand the responses of the respondents generally with regard to the variables of work discipline, motivation, and occupational safety and health. The categories of respondents' statements regarding each variable in the range of the mean scale will be known from the response data. The formula is applied as described below to calculate the length of class intervals:

$$\begin{aligned} \text{The Length of Class} &= \frac{\text{The Maximum Score} - \text{The Minimum Score}}{\text{Total amount of Classes}} \\ &= \frac{5 - 1}{5} = 0.8 \end{aligned}$$

Based on these results it can be concluded that the criteria for the average respondent's response such following below:

Table 2. Table of Class Intervals

$1,00 < x \leq 1,80$	Absolutely Disagree
$1,80 < x \leq 2,60$	Disagree
$2,60 < x \leq 3,40$	Less Disagree
$3,40 < x \leq 4,20$	Agree
$4,20 < x \leq 5,00$	Absolutely Agree

Source: The Research Results of 2022

The previous mean scale is meant to serve as an evaluation when responding to the questionnaire's questions. The operational definitions of the variables in this research include Occupational Safety and Health (X_1), Work Discipline (X_2), Motivation (X_3), and Performance Productivity (Y).

Frequency Distribution of Occupational Safety and Health Variables (X₁)

There are 5 statements in the variable for occupational safety and health. The frequency distribution of the following occupational safety and health factors is presented in the following table:

Table 3. Occupational Safety and Health Variables Frequency Distribution

No.	Statement	Score					Frequency f (x) The Weighted Score (X)	Mean
		AD	D	LD	A	AA		
Questionnaire		1	2	3	4	5	f (x)	
1	The employees of PT. Sarana Warna Megah Surabaya always organize and tidy up materials after they used	1	1	11	33	14	238	3,967
	Percentage (%)	1,67	1,67	18,33	55	23,33		
2	The building of PT. Sarana Warna Megah Surabaya has excellent air ventilation design	0	2	10	31	17	243	4,05
	Percentage (%)	0	3,33	16,67	51,67	28,33		
3	PT. Sarana Warna Megah Surabaya has excellent lighting design	1	0	11	31	17	243	4,05
	Percentage (%)	1,67	0	18,33	51,67	28,33		
4	The employees of PT. Sarana Warna Megah Surabaya always uses safety equipment according to the company's standard operating procedure	1	0	14	28	17	240	4,00
	Percentage (%)	1,67	0	23,33	46,67	28,33		
5	The employees of PT. Sarana Warna Megah Surabaya are in good condition	1	0	13	29	17	241	4,017
	Percentage (%)	1,67	0	21,67	48,33	28,33		
Mean								4,016

Source: The Research Results of 2022

Based on table 3 above, it is known that respondents provided answers with an average score of 4,016 in the "agree" category range, indicating that most respondents had positive thoughts regarding the occupational safety and health rules put in place at PT. Sarana Warna Megah Surabaya.

Distribution of Work Productivity Variable Frequency

Table 4. Distribution of Work Productivity Variable Frequency

No.	Statement	Score					Frequency f (x) The Weighted Score (X)	Mean
		AD	D	LD	A	AA		
		1	2	3	4	5		
1	The employees of PT. Sarana Warna Megah Surabaya are competent and professional for their work	1	4	13	30	12	228	3,8
	Percentage (%)	1,67	6,67	21,67	50	20		
2	Employees take their duties properly and work hard to achieve the targeted goals	1	2	11	31	15	237	3,95
	Percentage (%)	1,67	3,33	18,33	51,67	25		
3	Employees strive to complete tasks before the deadline and do not criticize their job	1	0	13	32	14	238	3,967
	Percentage (%)	1,67	0	21,67	53,33	23,33		
4	The company provides opportunities for self-development and creativity in their work	1	0	12	33	14	239	3,983
	Percentage (%)	1,67	0	20	55	23,33		
5	Employees strive to improve the quality of work in accordance with the provisions of the company	1	1	16	32	10	229	3,816
	Percentage (%)	1,67	1,67	26,67	53,33	16,67		
6	Employees accomplish a job according to company standards	1	1	12	36	10	233	3,883
	Percentage (%)	1,67	1,67	20	60	16,67		
Mean								3,899

Source: The Research Results of 2022

According to table 4 above, respondents' responses had an average score of 3,899 in the "agree" category range, indicating that the majority of respondents thought that PT. Sarana Warna Megah Surabaya's performance productivity belonged into the good category.

The Research Discussion

The Effect of Occupational Safety and Health (X₁), Work Discipline (X₂), and Motivation (X₃) on Performance Productivity

According to the previous of research results, the variables occupational safety and health, work discipline, and motivation all have a simultaneous negative impact on the work productivity variable, with a calculated F value of 28.797 being higher than the F table value of 2.77 and a significance level of $0.000 < 0.05$. Thus,

it can be inferred that the hypothesis is true if the variables Occupational Safety and Health, Work Discipline, and Motivation have a positive and significant simultaneous effect on the performance productivity of PT. Sarana Warna Megah Surabaya. The dependent variable will increase after each increment in the independent variable.

Based on the simultaneous coefficient of determination (R^2) test results with R Square value of 0.607, it can be stated that the variables occupational safety and health, work discipline, and motivation affect performance productivity by 77.9%, with other variables influencing the remaining 22.1% of the variance. The employee's performance productivity will therefore increase if the factors of occupational safety and health, work discipline, and motivation can all be implemented simultaneously.

The proportion of overall work outcomes that are determined to produce a labor product is known as performance productivity (Sutrisno, 2016). According to Sutrisno (2016) stated that productivity is a comparison of the results obtained with the roles and the labor rate per minute. This is an effective and efficient use of resources because the involvement of manpower. Occupational safety and health, work discipline, and motivation are only a few of the variables that affect productivity at PT. Sarana Warna Megah Surabaya.

According the research of Maysana Elenika and Anshari Putra, the Fcount test ($18.198 > F_{table} (2.80)$) results and significance level of $0.000 < 0.05$ are influenced by the three variables of work discipline, job satisfaction, and work safety and health programs (Elenika & Putra, 2021). Thus, it is established that work discipline, motivation, and workplace safety and health all have an impact on performance and production.

The Impact of Occupational Safety and Health on Performance Productivity

Besides a positive t-value for the occupational safety and health variable of 4.460 greater than the t-table value of 2.00324 and a significance level of $0.000 < 0.05$, it can be decided from the previous research that the occupational safety and health variable influences the Performance Productivity variable. It means that it is possible to conclude that the hypothesis is correct, it means that the factors of occupational safety and health have a beneficial and significant partial impact on the performance productivity of PT. Sarana Warna Megah Surabaya, in which the impact of these factors is measured at 60.7%.

According to Leon C. Megginson, there are distinctions between occupational safety and health. Occupational conditions that are safe or secure from harm, damage, or loss are referred to as being "safe" or "secure" in the context of employment. While the term "occupational health" refers to states devoid of any physical, mental, emotional, or suffering caused on by the employment (Mangkunegara, 2017). Sinambela stated that Physiological and psychological circumstances of the employees impacted by the work environment that the

organization provides are referred to as occupational safety and health. A company can guarantee that employees will not have short or long-term injuries or illnesses as a result of performing their jobs in the organization if specific OHS procedures are carried out properly (Sinambela, 2016).

Furthermore, this research's findings are in accordance with research findings obtained by Kevin Rei Samahati (2020), that the Productivity of Outsourced Employees at PT. PLN (Persero) UP3 Manado is impacted by Occupational Safety and Health. Based on the finding, a successful occupational safety and health program will also improve employee performance and productivity.

Thus, it is confirmed that the presented research hypotheses regarding productivity and performance are both partially affected to some extent by occupational health and safety is accurate.

The Impact of Work Discipline on Performance Productivity

According to the findings of the previous research, the work discipline variable has a positive t count value for the work discipline variable of 2.155 greater than the t table value of 2.00324 with a significance level of $0.036 < 0.05$. It indicates that the work discipline variable affects the productivity performance variable. Besides a strength of influence of work discipline of 60.7% on Performance Productivity, it can be inferred that the hypothesis is accepted and that the work discipline variable has a positive and less significant effect on the Productivity Performance of PT. Sarana Warna Megah Surabaya.

Meanwhile, based Singodimedjo in the research of Edy Sutrisno (2016) stated that Discipline is a mindset and a person's willingness to follow and comply by the rules that have been established around them. In order to increase the productivity performance that the organization expects, work discipline is important. However, the employees of PT. Sarana Warna Megah Surabaya continue to consistently disobey company rules. Employee Performance Productivity is impacted by declining work discipline, thus if work discipline is further enhanced, employee Performance Productivity will improve.

This research's findings are in accordance with research findings obtained by Dini Riskhi Ariani (2020) indicated that employee productivity variables often are influenced by the results of work discipline variables. Therefore, based on the previous hypothesis stated that work discipline partially influences Performance Productivity is proven to be true.

The Impact of Motivation on Performance Productivity

The motivational variable influences the Productivity Performance variable, according to the findings of the previous research, with a positive t-count value for the motivational variable of 2.016, which is greater than the t-table value of 2.00324 with a significance level of $0.049 < 0.05$. As a consequence, it is possible to conclude that the hypothesis is true, it means that the motivational variable has a

favorable and significant partial impact on the performance productivity of PT. Sarana Warna Megah Surabaya, in which the motivational variable's influence on performance productivity is measured at 60.7%.

According to Gitosudarmo stated that the level of employee motivation affects both the company's high and low production. The objectives specified will not be accomplished without the encouragement of employees to collaborate for the benefit of the corporation. Employees can be motivated to work hard in order to accomplish their objectives. It will represent an employee's productivity performance, which has an impact on the achievement of organizational objectives. High motivation is therefore necessary for improved performance productivity (Sutrisno, 2016).

This research's findings are in accordance with research findings obtained by Fiera Zelinsha Laisa and Valentina Monoarfa (2018) stated that Employee performance and productivity are partially influenced by motivation. Thus, it is established that the earlier hypothesis, according to that motivation effects Performance Productivity to some significant extent is accurate.

Occupational Safety and Health Variables that Significantly Impact Employee Productivity

The occupational safety and health variable has a beta coefficient value of 0.587, or 58.7%, higher than the other variables that according testing and analysis of the partial determination coefficient. Motivation has the largest beta coefficient value of 0.204 or 20.4%, while the work discipline variable has the smallest beta coefficient value of 0.211 or 21.1%. These findings support the initial premise, according to which occupational safety and health is the variable that has the greatest influence on performance and productivity at PT. Sarana Warna Megah Surabaya.

According to Leon C. Megginson stated that occupational safety and health are different terms. Occupational safety shows conditions that are safe or safe from suffering, damage or loss in the workplace. While occupational health refers to conditions that are free from physical, mental, emotional or pain caused by the work environment. Occupational Safety and Health (OHS) is a program created by workers and employers in an effort to prevent workplace accidents and work-related illnesses by recognizing potential hazards that can cause work-related accidents and diseases and predicting actions if accidents and occupational diseases occur (Mangkunegara, 2017). Therefore, the third hypothesis that has been formulated previously which states that Occupational Safety and Health has a dominant influence on Productivity Performance is proven to be true.

CONCLUSION AND SUGGESTION

Conclusion

Based on the results that have been conducted regarding the variables Occupational Safety and Health, Work Discipline, and Motivation on Performance Productivity at PT. Sarana Warna Megah Surabaya, it can be concluded such as: (1) there is a simultaneous influence between the variables Occupational Safety and Health, Work Discipline and Motivation on Performance Productivity in this research. It means that if the Occupational Safety and Health, Work Discipline and Motivation variables are increased together, the Performance Productivity will increase; (2) for partial testing, the Occupational Safety and Health variable (X_1) has a positive and significant effect on Employee Productivity (Y), the Work Discipline variable (X_2) has a positive and significant effect on Employee Productivity (Y) and the Motivation variable (X_3) has a positive effect and significant to Employee Productivity (Y); (3) from the simultaneous and partial testing of the three variables, these are Occupational Safety and Health (X_1), Work Discipline (X_2) and Motivation (X_3) the dominant variable influencing Performance Productivity (Y) is the Occupational Safety and Health variable.

Suggestion

Based on the research results, the researcher then submits suggestions that may benefit the parties involved in this research. The suggestions that researchers can convey such as: (1) Suggestions for Corporation contains Occupational safety and health, work discipline and motivation can be improved and managed properly, namely through companies paying attention to employee safety and health by providing guarantees to employees. The company is expected to increase the work discipline of employees and provide motivation to encourage employees to be more enthusiastic about working; (2) Suggestions for The Employees contains The employees of PT. Sarana Warna Megah Surabaya should show high productivity so that the management can give a good assessment, so that employees get something in return. The employees of PT. Sarana Warna Megah Surabaya is expected to be able to carry out the occupational safety and health program provided by the company. Therefore, it is better for employees of PT. Sarana Warna Megah Surabaya conducts occupational safety education and training on a more regular basis so that it is more focused, clearer and better in order to minimize work accidents. It is expected that employees of PT. Sarana Warna Megah Surabaya must be able to be an example for all so that employees can have good discipline because employees have good leadership in terms of discipline; (3) Suggestions for Further Researchers contains Future researchers are encouraged to do additional research by include other variables that can affect productivity performance and being able to collect more samples so that the research findings can be more conclusive.

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