

## THE INFLUENCE OF OCCUPATIONAL SAFETY AND HEALTH ON JOB SATISFACTION OF EMPLOYEES OF THE PORT MASTER AND PORT AUTHORITY OFFICE CLASS III KUALA TANJUNG

Etika Sri Mardiani<sup>1)</sup>, Agus Triyanda Sinaga<sup>2)</sup> Eka Mayastika Sinaga<sup>3)</sup> Willy Cahyadi<sup>4)</sup>

<sup>1234</sup>Manajemen, Sekolah Tinggi Ilmu Ekonomi Bina Karya

Corresponding E-mail: [etikaoppo4332@gmail.com](mailto:etikaoppo4332@gmail.com)<sup>1\*</sup>, [agussinaga808@gmail.com](mailto:agussinaga808@gmail.com)<sup>2</sup>

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### Abstract

This study aims to determine the effect of occupational safety and health on employee job satisfaction at the Office of the Harbourmaster and Port Authority Class III Kuala Tanjung. The population in this study consisted of 57 employees. The data analysis techniques used include classical assumption tests (normality test, multicollinearity test, and heteroscedasticity test), multiple linear regression analysis to measure the effect of independent variables on the dependent variable, and hypothesis testing through t-test and F-test. The results showed that partially, occupational safety has a significant effect on employee job satisfaction. Likewise, occupational health also has a significant effect on job satisfaction. Simultaneously, occupational safety and health have a significant effect on employee job satisfaction at the Office of the Harbourmaster and Port Authority Class III Kuala Tanjung. These findings highlight the importance of implementing proper occupational safety and health standards to enhance employee satisfaction.

**Keywords:** *Occupational Safety, Occupational Health, Job Satisfaction*

### INTRODUCTION

Human resource management (HRM) plays a very important role in supporting the success of an organization. Competent, productive, and motivated human resources are the main key to achieving company goals. According to (Kasmir, 2014), Human Resource Management (HRM) is the process of managing people, through planning, recruitment, selection, training, development, compensation, career, safety and health and maintaining industrial relations until termination of employment in order to achieve company goals and improve welfare. In addition, according to (Edy, 2016), Human Resource Management (HRM) is the activity of planning, procuring, developing, maintaining, and using human resources to achieve goals both individually and organizationally. A safe and healthy work environment creates a conducive atmosphere for employees to work optimally. In addition, attention to employee needs and job satisfaction can increase loyalty and individual performance, which ultimately contributes to the overall success of the company.

The Harbormaster and Port Authority Office of Class III Kuala Tanjung is one of the government agencies that plays an important role in regulating and supervising port activities in its area. The main tasks of this agency include monitoring shipping safety, regulating ship activities, and providing services to port service users. In addition, the Harbormaster's Office is also responsible for ensuring that the port operates in accordance with safety and efficiency standards. With this great responsibility, the role of employees is very vital in supporting the achievement of the functions and objectives of this agency. So that job satisfaction possessed by employees is an important concern. According to (Afandi, 2018) in (Sinaga et al., 2024) job satisfaction is a positive attitude of the workforce including feelings and behavior towards their work through the assessment of one of the jobs as a sense of appreciation in achieving one of the important values of the job. To find out the job satisfaction of employees, researchers conducted a pre-survey of 30 employees. Based on a job satisfaction survey of employees of the Harbormaster's Office and Class III Kuala Tanjung Port Authority during 2024, the level of job satisfaction of employees of the Harbormaster's Office and Class III Kuala Tanjung Port Authority was quite low, where the majority of employees answered disagree, which explains the rejection and inconsistency with what was expected by employees. The shift in job satisfaction can be caused by various aspects or factors, one of which is work safety.

Work safety is one of the important aspects that can affect employee job satisfaction in this agency. The work environment at the port, which often has high risks, requires serious efforts to maintain work safety. In several previous studies conducted by (Santoso, 2023), (Kang, 2022), and (Styawati & Soedarmadi, 2021) showed that work safety is a major factor that has an influence on job satisfaction felt by employees. This is because the form of work safety supervised by the Company is proof that employees are the most valuable part of the Company, so that employees will have a sense of appreciation and create job satisfaction for employees.

In theory (Zainal, 2020) states, work safety and health refer to the physiological-fiscal and psychological conditions of the workforce caused by the work environment provided by the company. Meanwhile, according to (Sutrisno, 2017) defines occupational safety and health as conditions and factors that affect or will affect the safety and health of workers (including contract workers and contractors) and also guests or other people in the workplace. The Harbormaster and Port Authority Office of Class III Kuala Tanjung has made various efforts, such as providing personal protective equipment (PPE), occupational safety training, and routine supervision of safety procedures. However, the effectiveness of these efforts still needs to be improved to ensure optimal occupational safety for employees. The results of the pre-survey show that the Harbormaster's Office and Class III Kuala Tanjung Port Authority have not fully paid attention to employee safety, which has resulted in a fairly low level of job satisfaction. In addition to work safety, occupational health is also an important factor that influences the level of job satisfaction. Occupational health does not only cover physical aspects, but also the mental well-being of employees. The Harbormaster's Office and Class III Kuala Tanjung Port Authority have made efforts to provide health facilities, routine health checks, and mental health support programs for employees. However, there needs to be an evaluation and development of occupational health programs in order to meet employee needs more comprehensively. To find out the attention given by the Harbormaster's Office and Class III Kuala Tanjung Port Authority to employees, the researcher conducted a pre-survey. The results of the pre-survey show that employee occupational health has not received special attention from the agency. This is in contrast to the results of observations that researchers have conducted at the Harbormaster's Office and Class III Kuala Tanjung Port Authority, data obtained that the existing occupational safety and health are running well which should be able to provide high job satisfaction for employees, but employee satisfaction survey data in 2024 tended to decline from the previous year which can be interpreted that occupational safety and health cannot affect job satisfaction.

This is in line with previous research conducted by (Putra et al., 2022) and (Hutagaol & Arwiyah, 2020) showing the opposite, where occupational safety and health cannot affect job satisfaction because it is an obligation that must be fulfilled by the Company or agency purchasing work. So with the difference in results between previous studies with different objects, locations and times, further research is needed to prove how much influence occupational safety and health have on job satisfaction at the Harbormaster's Office and Class III Kuala Tanjung Port Authority. Based on the background that has been described above, the author found the following hypotheses in this study: 1) Occupational Safety has an effect on Job Satisfaction of Employees at the Harbormaster's Office and Class III Kuala Tanjung Port Authority, 2) Occupational Health has an effect on Job Satisfaction of Employees at the Harbormaster's Office and Class III Kuala Tanjung Port Authority, 3) Occupational Safety and Health have a simultaneous effect on Job Satisfaction of Employees at the Harbormaster's Office and Class III Kuala Tanjung Port Authority.

## **LITERATURE REVIEW**

### **Job Satisfaction**

According to (Afandi, 2018) in (Sinaga et al., 2024) job satisfaction is a positive attitude of the workforce including feelings and behavior towards their work through assessing one's work as a sense of appreciation in achieving one of the important values of the work.

### **Occupational Health and Safety**

In theory (Zainal, 2020) states that occupational safety and health refer to the physiological-fiscal and psychological conditions of workers caused by the work environment provided by the company. Meanwhile, according to (Sutrisno, 2017) occupational safety and health are defined as conditions and factors that affect or will affect the safety and health of workers (including contract workers and contractors) and also guests or other people in the workplace.

## **METHOD**

The type of research used in this study is quantitative research. Quantitative research is a type of research whose specifications are systematic, planned and clearly structured from the beginning to the creation of the research design. The type of quantitative research, as stated by (Sugiyono, 2017), is a research method based on the philosophy of positivism, used to research a certain population or sample, data collection using research instruments, quantitative/statistical data analysis, with the aim of testing the hypothesis that has been set. This research was conducted by the Harbormaster and Port Authority Office Class III Kuala Tanjung. The population of this study was the Harbormaster and Port Authority Office Class III Kuala Tanjung as many as 57 people. According to (Arikunto, 2020) a sample is a part or representative of the population being studied. Sampling for research according to (Arikunto, 2020), if the subjects are less than 100 people, all of them should be taken. So that the population in this study only amounted to 57 people, all of whom will be used, which are all employees of the Harbormaster and Port Authority Office Class III Kuala Tanjung. The data collection technique used in this study was a questionnaire, which was distributed to employees of the Harbormaster and Port Authority Office Class III Kuala Tanjung. Furthermore, the operational definition in this study that was measured was Job Satisfaction (Y) as the dependent variable, Work Safety (X1) and Occupational Health (X2) as the independent variables.

**Table 1.**  
**Operational Definition of Research Variables**

| <b>Variables</b>         | <b>Definition</b>                                                                                                                                                                                                               | <b>Indicator</b>                                                                                                                                                            | <b>Measurement Scale</b> |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Job satisfaction (Y)     | Job satisfaction is a positive attitude of workers including feelings and behavior towards their work through the assessment of one of the jobs as a sense of appreciation in achieving one of the important values of the job. | 1. Supervision<br>2. Work Environment<br>3. Promotion<br>4. Supportive Coworkers<br>5. Mentally Challenging Work<br>(Priansa, 2018)                                         | Likert                   |
| Occupational safety (X1) | Occupational safety is a series of efforts made to prevent work accidents through identification and control of risks in the work environment.<br>(Sedarmayanti, 2019)                                                          | 1. Frequency of Work Accidents<br>2. Use of Personal Protective Equipment (PPE)<br>3. Compliance with Safety Procedures<br>(Nitisemito, 2019)                               | Likert                   |
| Occupational health (X2) | Suma'mur (2017) occupational health does not only cover physical aspects, but also mental and social aspects, both individually and collectively                                                                                | 1. Working Environment Conditions<br>2. Prevention of Occupational Diseases<br>3. Improving Worker Welfare<br>4. Compliance with Health Regulations<br>(Sedarmayanti, 2019) | Likert                   |

## RESULTS AND DISCUSSION

### Instrument Test

Measuring instruments in research are usually called research instruments. According to Sugiyono (2015), a research instrument is a tool used to measure natural or social phenomena that are observed. Instrument testing is carried out using 2 tests, namely the validity test and the reliability test. From the results of the data processing carried out, it shows that all statements on employee performance variables, Health and Safety variables, the r-count value is greater than the r-table and the Cronbach Alpha value is greater than 0.6. So that the questionnaire used in this study is valid and reliable.

### Classical Assumption Test

Multiple linear regression testing can be carried out after the model of this study meets the requirements, namely passing the classical assumption. The requirements that must be met are that the data must be distributed normally, do not contain multicollinearity, and heteroscedasticity. From the results of data processing carried out in the normality test, the significance value (Monte Carlo Sig.) of all variables is greater than 0.05, so that with the significance value (Monte Carlo Sig.) It can be concluded that the data has been normally distributed. Furthermore, in the multicollinearity test, it is known that the tolerance value of the Occupational Health and Safety Variables where all are greater than 0.10 while the VIF value of Health and Safety where all are less than 10. Based on the calculation results above, it can be seen that the tolerance value of all independent variables is greater than 0.10 and the VIF value of all independent variables is also less than 10 so that there is no correlation symptom in the independent variables. So it can be concluded that there is no multicollinearity symptom between independent variables in the regression model. The heteroscedasticity test aims to test whether the regression model has an inequality of variance from the residuals of one observation to another. A good regression model is one that is homoscedastic or does not have heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is by Glejser. The significance value of the Health and Safety variables where both are greater than and 0.050 so that it can be concluded that there is no heteroscedasticity symptom.

### Multiple Linear Regression

Multiple linear regression testing explains the magnitude of the role of more than one independent variable on the dependent variable. Data analysis in this study uses multiple linear regression analysis using SPSS 25.00 for windows. The analysis of each variable is explained in the following description:

**Table 2**  
**Multiple Linear Regression Results**  
**Coefficients<sup>a</sup>**

| Model             | Unstandardized Coefficients |            | Standardized Coefficients |
|-------------------|-----------------------------|------------|---------------------------|
|                   | B                           | Std. Error | Beta                      |
| 1 (Constant)      | -.009                       | 2.953      |                           |
| Keselamatan kerja | .615                        | .160       | .412                      |
| Kesehatan Kerja   | .629                        | .160       | .421                      |

a. Dependent Variable: Kepuasan Kerja

Source: Data processed (2025)

Based on these results, the multiple linear regression equation has the formulation:  $Y = a + b_1X_1 + b_2X_2 + \epsilon$ , so that the equation is obtained:  $Y = -0.009 + 0.615X_1 + 0.629X_2 + \epsilon$

### Coefficient of Determination (R<sup>2</sup>)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. The greater the value of the coefficient of determination, the better the ability of the independent variable to explain the dependent variable. If the determination (R<sup>2</sup>) is greater (approaching 1), then it can be said that the influence of the independent variable is large on the dependent variable. The value used to see the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The coefficient of determination value can be seen in Table 3 below:

**Table 3**  
**Coefficient of Determination**

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square |
|-------|-------------------|----------|-------------------|
| 1     | .701 <sup>a</sup> | .491     | 0.355             |

a. Predictors: (Constant), Kesehatan Kerja, Keselamatan kerja

b. Dependent Variable: Kepuasan Kerja

Source: Data processed (2025)

Based on table 3, it can be seen that the adjusted R square value is 0.355 or 35.5%. This shows that the occupational safety and health variables can explain the job satisfaction variable by 35.5%, the remaining 64.5% (100% - 35.5%) is explained by other variables outside this research model, such as work motivation, incentives, facilities and others.

### t Test (Partial)

The t statistical test is also called the individual significance test. This test shows how far the independent variable partially influences the dependent variable. In this study, partial hypothesis testing was carried out on each independent variable as in Table 4. below:

**Table 4. Partial Test (t)**

**Coefficients<sup>a</sup>**

| Model             | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------------------|-----------------------------|------------|---------------------------|-------|------|
|                   | B                           | Std. Error | Beta                      |       |      |
| 1 (Constant)      | -.009                       | 2.953      |                           | -.003 | .998 |
| Keselamatan kerja | .615                        | .160       | .412                      | 3.855 | .000 |
| Kesehatan Kerja   | .629                        | .160       | .421                      | 3.938 | .000 |

a. Dependent Variable: Kepuasan Kerja

a. Hypothesis Test of the Influence of Work Safety on Job Satisfaction

From table 4. the t-value is 3.855. With  $\alpha = 5\%$ , t-table (5%; n-k = 55), the t-value is 1.996. From the description, it can be seen that t-value 3.855 > t-table 1.996, as well as the significance value of 0.000 < 0.05, it can be concluded that the first hypothesis is accepted, meaning that the Service Quality Variable has an effect on the Job Satisfaction Variable.

b. Hypothesis Test of the Effect of Occupational Health on Job Satisfaction

From table 4. the t-value is 3.938. With  $\alpha = 5\%$ , t-table (5%; n-k = 55) the t-value is 1.996. From the description, it can be seen that t-value 3.938 > t-table 1.996, as well as the significance value of 0.000 < 0.05, it can be concluded that the second hypothesis is accepted, meaning that the Occupational Health Variable has an effect on the Job Satisfaction Variable.

### F Test (Simultaneous)

This test basically shows whether all independent variables included in this model have a joint effect on the dependent variable. The results of the F test can be seen in table 5. below:

**Table 5. Simultaneous Test Results (F)**

**ANOVA<sup>a</sup>**

| Model        | Sum of Squares | df | Mean Square | F      | Sig.              |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 215.714        | 2  | 107.857     | 26.029 | .000 <sup>b</sup> |
| Residual     | 223.759        | 54 | 4.144       |        |                   |
| Total        | 439.474        | 56 |             |        |                   |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Kesehatan Kerja, Keselamatan Kerja

From table 5, the F count value is 26.029. With  $\alpha = 5\%$ , numerator df: k, denominator df: n-k-1 (5%; Df1: 2; Df2: 54), the F table value is 3.13. From the description, it can be seen that F count 26.029 > F table 3.13, and the significance value is 0.000 < 0.05, so it can be concluded that the third hypothesis is accepted, meaning that the



Occupational Safety Variable and the Occupational Health Variable have a simultaneous effect on the Job Satisfaction Variable.

## **DISCUSSION**

### **1. Occupational Safety Affects Job Satisfaction**

Based on the results of the analysis of the first hypothesis, it is known that occupational safety has a positive effect on employee job satisfaction. This shows that the higher the company's attention to the aspect of occupational safety, the higher the level of satisfaction felt by employees. This means that when the company provides safe work equipment, clear work procedures, and adequate safety training, employees feel more protected and comfortable in carrying out their duties. This situation can create a sense of calm, reduce anxiety about the risk of work accidents, and increase loyalty to the company. These results are in line with research by Hutagaol & Arwiyah (2020) which shows that occupational safety has a significant effect on job satisfaction among employees of PT. Pabrik Es Siantar. So it is concluded that attention to occupational safety can create a more productive and enjoyable work environment. A similar thing was also conveyed by Styawati & Soedarmadi (2021) who stated that occupational safety plays an important role in increasing job satisfaction at PT. Java Prima Abadi Semarang, because employees feel more appreciated and their rights in terms of safety are considered. Theoretically, Sedarmayanti (2019) emphasized that occupational safety is a preventive measure against accidents through controlling work risks. Thus, good occupational safety not only minimizes work incidents, but also provides a positive psychological impact in the form of increased employee comfort and job satisfaction.

### **2. Occupational Health Affects Job Satisfaction**

Based on the results of the analysis of the second hypothesis, it was found that occupational health has a positive effect on employee job satisfaction. This means that the better the occupational health system implemented by the company, the higher the level of job satisfaction felt by employees. A clean work environment, good ventilation, available health facilities, and attention to mental health and work stress contribute to creating a more comfortable and healthy work atmosphere overall. This finding is supported by the results of research by Hutagaol & Arwiyah (2020) which shows that occupational health greatly contributes to job satisfaction. In their study, employees who felt that their health conditions were being cared for by the company showed an increase in job satisfaction and work performance. Likewise, the results of research by Styawati & Soedarmadi (2021) stated that occupational health plays a role in creating a conducive work environment, as well as strengthening feelings of safety and comfort in the workplace. Theoretically, according to Suma'mur (2017), occupational health not only includes physical aspects, but also mental and social aspects, both individually and in groups. If the company is able to maintain employee health in these three aspects, then employees will feel sustainable well-being, and this is an important factor that strengthens job satisfaction.

### **3. Occupational Safety and Health Have a Simultaneous Effect on Job Satisfaction**

Based on the results of the analysis of the third hypothesis, it was concluded that occupational safety and health have a simultaneous effect on employee job satisfaction. This shows that when these two aspects are implemented simultaneously and support each other, the impact on job satisfaction will be even stronger. A work environment that is safe from risks and good occupational health conditions will create an ideal workplace and increase employee comfort, enthusiasm, and loyalty to the company. These results are consistent with the research of Hutagaol & Arwiyah (2020) which states that occupational safety and health together can increase job satisfaction and become a mediating factor in improving employee performance. This finding is also supported by Kang (2022) who found that at PT Cahaya Samudra Shipyard, integrated occupational safety and health can improve employee psychological and emotional well-being, which ultimately has a positive impact on job satisfaction. Likewise, Styawati & Soedarmadi (2021) concluded that properly implemented occupational safety and health create a comfortable and productive work environment, which significantly increases employee job satisfaction. In theory, occupational safety according to Sedarmayanti (2019) and occupational health according to Suma'mur (2017) are two complementary dimensions. If occupational safety protects from physical harm, then occupational health protects mental and social well-being. Therefore, the simultaneous implementation of both can create a holistic work environment that supports optimal job satisfaction.

## CONCLUSION

Based on the results of the research conducted with the title The Influence of Occupational Safety and Health on Job Satisfaction of Employees of the Harbormaster's Office and Class III Kuala Tanjung Port Authority, the following conclusions were obtained:

1. Occupational Safety Affects Job Satisfaction of Employees of the Harbormaster's Office and Class III Kuala Tanjung Port Authority
2. Occupational Health Affects Job Satisfaction of Employees of the Harbormaster's Office and Class III Kuala Tanjung Port Authority
3. Occupational Safety and Health Simultaneously Affect Job Satisfaction of Employees of the Harbormaster's Office and Class III Kuala Tanjung Port Authority

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