ABNUS JOURNAL
Your Research Partner

Jurnal Transportasi, Logistik, dan Aviasi (JTLA)
E-ISSN: 2807-145X | Vol. 1, No. 1 (2021) | pp. 42–54

The Effect of Occupational Safety and Health on Employee Performance at PT. Angkasa Kargo

Yulianti Keke[1*], Noel Gontu L. Tobing[2], Irza Tanjung[3]

[1,2,3]*Institute Transportation And Logistics Trisakti, Jakarta, Indonesia*

***Corresponding author:** yuliakeke@gmail.com |

Received: 27 June 2021 | Revised: 15 July 2021 | Published: 25 July 2021

Abstract

Purpose: This study aims to analyze and determine the extent to which occupational safety and occupational health influence employee performance.
Research Methodology: This study uses Quantitative Research with an accidental sample of 38 respondents in the regulated agent unit of PT. Angkasa Pura Kargo.
Results: Based on the analysis that has been carried out, it shows that there is a positive and significant influence of Occupational Safety on Employee Performance, in addition, the results of this analysis show that there is a significant and positive influence by Occupational Health on Employee Performance, and there is a significant and positive influence by Occupational Safety and Occupational Health simultaneously on Employee Performance.
Conclusions: This study finds that occupational safety and health have a significant positive effect on employee performance, both individually and simultaneously, explaining 67.8% of performance variance. Strengthening safety procedures and health facilities is therefore essential to optimize employee performance.
Limitations: This study is limited by a small sample size, focus on a single organizational unit, and the exclusion of other potential determinants such as motivation, leadership, and organizational factors.
Contributions: This study provides empirical evidence on the impact of occupational safety and health on employee performance and offers practical insights for improving workplace safety and health management.

Keywords: *Employee Performance, Occupational Health, Occupational Safety*

How to Cite: Keke, Y., Tobing, N. G. L., & Tanjung, I. (2021). The Effect of Occupational Safety and Health on Employee Performance at PT. Angkasa Kargo. *Jurnal Transportasi, Logistik, dan Aviasi (JTLA)*, *1*(1), 42–54.
https://doi.org/10.52909/jtla.v1i1.36

1. Introduction

Angkasa Pura Kargo is a child business strategy from PT. Angkasa Pura II (Persero) as airport management in the Western Indonesian region, which was introduced on October 7, 2016. Angkasa Pura Kargo was introduced simultaneously with another business unit, PT. Angkasa Pura Propertindo. Angkasa Pura Kargo focuses on services in the fields of cargo terminal operator services, cargo and airmail services, and airport development. infrastructure, and means terminal cargo (Setyawati & Assegaf, 2015; Silalahi, 2015). Angkasa Pura Kargo is in operation in several Indonesian cities, managed by Angkasa Pura II (Persero). Angkasa Pura Kargo also has a business unit specializing in cargo and postal security checks (Regulated Agent). A Regulated Agent is an Indonesian legal entity that conducts business activities

with air transportation companies licensed by the Directorate General of Transportation to conduct cargo and postal security checks (Rahmawitri & Hutabarat, 2020).

Cargo inspection (Cargo Security Inspection) is an inspection procedure to prevent the transport of explosives and dangerous substances in cargo and mail shipments by civil aircraft (da Cunha et al., 2017; Levy et al., 2014). Regulated Agent started on May 16, 2011, and Regulated Agent Space Temple Cargo started in 2012 under the auspices of Angkasa Pura Solusi, which was then taken over by Angkasa Pura Cargo in 2016 based on the permit of the Directorate General of Air Transportation Number AU/9392/DKP.926/VII/2011. Human resources are an important element of organizational or company management. (HR) or employees (Chmieliński, 2019).

Human resources are the driving force or engine of organizational or company management. The proper utilization of human resources significantly impacts a company, with optimal human resource performance benefiting the company (Bordeianu & Buta, 2015; Predişcan & Roiban, 2014). The role of human resources is fundamental in determining the goals of a company. Without the role of human resources, company activities will not run smoothly. Humans always play an active and dominant role in every organizational activity, as they are the planners, actors, and determinants of the realization of organizational goals (Hasibuan, 2019). Occupational safety and health are safety issues related to human work activities in industries, manufacturing, and construction involving machinery, equipment, material handling, steam engines, and vessels. pressurized, work tools material standard and processing process, basis workplace and its environment and ways of doing work, as well as service industries involving building cleaning equipment, transportation facilities, etc. (Mangkunegara, 2017).

Occupational safety and health are important aspects of human resource management (Davidescu et al., 2020). Companies play a vital role in maintaining the safety and health of human resources (HR) employees. Air transportation prioritizes safety as a selling point. most main service This transportation is of course supported with facilities and infrastructure that adequate facilities and competent human resources to operate them. However, in practice, many employees do not use protective equipment, and some safety equipment is quite old and unsuitable (Naji et al., 2020).

Therefore, providing sufficient and adequate protective equipment and replacing it with safety equipment that is not worthy or exceeds the limit of age of use is necessary to prevent accidents. Several pieces of protective equipment must be used for specific jobs, such as protective helmets, gloves, masks, shoes, and vests. Accidents can occur due to hazardous conditions (Okoye & Ezejiofor, 2013). These factors must be eliminated to prevent accidents by improving facilities, infrastructure, and work methods. Unsafe work practices. However, employee awareness of the use of personal protective equipment remains minimal, with many believing that using protective equipment increases the workload and time required for its use (AM et al., 2020; Mojibian et al., 2017).

Some employees feel uncomfortable using personal protective equipment, and the training provided is poorly understood. Ignoring occupational safety and health standards often leads to employee accidents in the construction industry (Iheduru-Anderson, 2021; Wong et al., 2020). Accidents cause economic and health losses. Occupational health is a matter that employees must pay attention to in order to create a healthy, safe, and pollution-free work environment. However, awareness of this is not yet optimal and can impact employee performance, increasing the chance of accidents and ultimately reducing employee productivity and efficiency in the company. Sources or potential injuries can be identified through hazard identification processes. either in the form of a mental or physical disorder caused by, from, or worsened by the work situation or process (Clouser et al., 2015; Harrod et al., 2020).

PT. Angkasa Pura Kargo has implemented a hazard identification form to identify all potential hazards in the work environment. However, employees do not understand how to complete these forms. Potential

dangers are often times of negligence identified by employees. Therefore, the company's efforts to support employee occupational safety and health are not being implemented effectively. Occupational health aims to ensure that workers achieve a high level of health (Saldaña et al., 2019). The goal is to achieve the highest possible level of physical, spiritual, and social well-being, with prevention and treatment against illnesses or health problems caused by work and the work environment, as well as general illnesses (Adams, 2019; Zwetsloot et al., 2013). One way to prevent physical illness that companies can implement is through routine health checks for employees and the need to provide morning exercise for employees as a preventative measure (Erickson, 2014). Therefore, employee safety and health are important aspects that companies must pay attention to in order to achieve good employee performance.

2. Literature Review & Hypothesis Development

According to Mangkunegara (2017), work safety refers to conditions that are safe or secure from suffering, damage, or loss in the workplace. According to (Moenir, 2018) the dimensions of work safety are as follows:

1. Physical work environment Companies must physically improve work safety in the following ways:
   (a) The placement of objects or goods is carried out by providing sufficient signs, boundaries, and warnings.
   (b) Provision of equipment capable of being used as prevention, rescue, and protection tools. Prevention equipment includes fire prevention equipment, emergency exits, ejection seats for fighter jets, and emergency assistance in the event of an accident, such as first-aid kits, lifeboats on every large ship, and oxygen tanks and ambulances (Pouliakas & Theodossiou, 2013).
2. Psychological social environment. Meanwhile, psychological work accident insurance can be observed in organizational regulations regarding various organizational guarantees for employees or workers (Inyukina et al., 2016). includes:
   (a) Rules regarding organizational and/or work orders should be applied equally to all employees without exception.
   (b) Problems like these are often the main cause of failure of employees, including executives, at work
   (c) Maintenance and maintenance insurance for employees who perform dangerous work and risks, which can lead to a very high probability of a work-related accident. Insurance covers the type and extent of suffering experienced in accidents. Insurance clearly provides employees with peace of mind at work.

According to (Moenir, 2018; Rajalakshmi & Naresh, 2018), occupational health is an effort and condition that allows a person to maintain their health at work. According to Manullang (2008), the dimensions of occupational health include:

1. Medical work environment In this case, the medical work environment can be seen from the company's attitude in handling the following issues:
   (a) Cleanliness environment Work
   (b) Temperature air And ventilation in place Work

(c) System disposal rubbish and industry

2. Workforce health facilities The company's efforts to improve the health of its workforce. This can be seen from the provision of clean water and bathroom facilities in the village.

According to (Kasmir, 2016; Wise & Beck, 2015) is of the opinion that performance is the results of work and work behavior that have been achieved in completing tasks and responsibilities given in a certain period.

In this study, the author uses the theory according to Mangkunegara (2017) as the dimension of the performance variable (Y), namely:

1. Quality Work
2. Quantity Work
3. Implementation task

Not quite enough answer based on description problem And theory Which has discussed on so The author makes a hypothesis for the variables being studied.

2.1 Hypothesis Development

Where For gives a temporary answer or estimation solution to the problem as follows:

1. H_1: Safety Work is significantly influential on Performance
2. H_2: Occupational health significantly affects employee performance.
3. H_3: Safety Work And Health Work influential significant in a way together to Employee performance.

3. Methodology

This study was conducted at PT. Angkasa Pura Kargo, a regulated agent unit. This research was conducted by directly distributing questionnaires. to employees. This was done to request information that they have, know, and have experienced so far. In this case, the population was 60 employees of PT. Angkasa Pura Kargo, a regulated agent unit, with a sample of 38 people using the Slovin formula and the sampling technique used was accidental sampling (Sugiyono, 2017).

The questionnaire, Which will be shared, will use the Likert scale method as follows:

Table 1. Evaluation Scale Likert

Evaluation	Score
Very Agree	5
Agree	4
Doubtful	3
No Agree	2
Very No Agree	1

Source: (Sugiyono, 2017)

In this study, the author used several data analysis techniques by performing calculations to answer the problem formulation and test the proposed hypotheses. These are:

1. Multiple Linear Regression Analysis: regression analysis was performed to study the influence of independent variables on dependent variables.

2. Multiple Correlation Analysis: Multiple correlation coefficients were calculated to determine whether the influence between variables X1, X2, and Y was strong.
3. Coefficient of Determination: To determine the size of the percentage of influence contribution given the independent variable against the dependent variable, the coefficient of determination analysis is used.
4. Test Hypothesis :
   (a) Partial Test (t-test): The t-test partially tests the regression coefficient. This test was performed to determine the significance of the partial role between the independent and dependent variables.
   (b) Simultaneous Test (Test F): Test F performs regression coefficient testing simultaneously to determine the significance of the simultaneous role of independent variables on the dependent variable.

4. Results and Discussion

From the results of the regression analysis, the following was found:

Table 2. Coefficients

Model		Unstandardized Coefficients			Standardized Coefficients	t	Sig
		B	Std. Error		Beta		
1	(Constant)	2.362	3.298	–		0.716	0.479
	Occupational Safety (X_1)	0.448	0.159	0.398		2.817	0.008
	Occupational Health (X_2)	0.405	0.118	0.486		3.441	0.002
Dependent Variable: Employee Performance (Y)							
Source: The data has been processed by the author							

On Regression Linear Multiple
$Y = 2{,}362 + 0.448\ X_1 + 0.405\ X_2$

Where :
Y = Employee Performance
X_1 = Safety Work
X_2 = Occupational Health

Based on Table 2, the multiple linear regression equation means that every increase in the score The application of the variable X_1 (Occupational Safety) of 0.448 will be followed by an increase in Y (Performance). Every time there is an increase of 1 unit in the score for the variable An increase in X_2 (occupational health) of 0.405 will be followed by an increase in Y(Employee Performance). From the equation above, the Y value is 2.362.

Table 3. R Square

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.824[a]	0.678	0.660	2.679

a. Predictors : (Constant), Health Work (X_2), Safety Work (X_1) Source: Data
Source: The data has been processed by the author

Based on Table 6, the correlation coefficient of 0.824 indicates that the three variables have a very strong

and positive linear relationship according to the table of correlation levels and relationship strength.

R = 0.824
KD = R^2 x 100%
= $(0.824)^2$ x 100%
= 0.678 x 100%
= 67.8%

It can be seen that the coefficient of determination or (R^2) is 0.678. This result means that the independent variables (Safety) Work and Health Work) can explain 67.8% of the dependent variable, namely Employee Performance, whereas the remaining 32.2% is explained by other variables not included in this model.

Table 4. Occupational Safety Coefficient (X_1)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	4.113	3.717		1.106	0.276
	Occupational Safety (X_1)	0.850	0.123	0.755	6.899	0.000
Independent Variable: Occupational Safety (X_1)						
Source: Data processed writer use SPSS 25						

Dk = n – k
Dk = 38 – 2
Dk = 36
Dk = 1.688

Based on Table 4, the calculated t-value for Occupational Safety is 9.336, while the t- table value is 1.688. Therefore, it can be seen that the calculated t-value of 6.889 is greater than the t-table value of 1.688, and the significance value of 0.000 is less than 0.05. Therefore, the hypothesis states that there is a positive and significant influence of Occupational Safety and Employee Performance.

Table 5. Occupational Health Coefficient (X_2)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	7.486	3.005		2.491	0.017
	Occupational Health (X_2)	0.648	0.087	0.778	0.778	0.000
Independent Variable: Occupational Health (X_2)						
Source: Data processed writer use SPSS 25						

Dk = n – k
Dk = 38 – 2
Dk = 36
Dk = 1.688

Based on Table 5, on mark t the count For Safety Work is as high as 7,486, whereas the mark t table is as high as 2.491. Therefore, it can be seen that the calculated t value is 7.486 > t table 2.491, and the significance value is 0.000, which is smaller than 0.05. Therefore, the hypothesis states that there is a positive and significant influence of Occupational Health and Employee Performance.

Table 6. R Square

Model	Sum of Squares	df	Mean Square	f	Sig.
Regression	536,798	2	268,399	36,886	.000[0]
Residual	254,675	35	7,276	36,886	
Total	791,474	37			

a. Dependent Variable: Employee Performance (Y)
b. (Constant), Occupational Health (X_2), Occupational Safety (X_1)
Source: Data processed writer use SPSS 25

Provision :
If F count > F table, then Ha is accepted, meaning that the variables simultaneously have an influence on the dependent variable. significant for the independent variable. Based on table 4.48, the calculated F value is 38.886. The F table value can be found using the equation df 1 = number of independent variables, meaning df 1 = 2, while df 2 = n – k – 1; (38-2-1); thus, df 2 = 35. Using a significance of 5% (0.05), it can be seen in the F table in column 2 row 35, which is 3.27. Based on the results of the calculation, it can be concluded that the calculated F > F table (38.886> 3.27) and the significance value of 0.000 <0.05, so Ho is rejected and Ha is accepted. The conclusion from accepting Ha is that the regression coefficient value is not equal to zero, meaning that the Occupational Safety Variable (X_1) and Occupational Health (X_2) have a significant and simultaneous effect on the Employee Performance Variable (Y).

On simple linear regression, $Y = 4.113 + 0.850\ X_1$
Where: Y = Employee Performance
X_1 = Occupational Safety

The simple linear regression equation means that every increase in the value of the variable X_1 (Occupational Safety) as big as 0.850 will be followed by an increase in Y (Employee Performance) of 4.113. The simple correlation coefficient (r) was 0.760, indicating a strong positive linear relationship between the two variables. The coefficient of determination (r^2), the R^2 obtained was 0.569. This means that the independent variable of Occupational Safety can explain 56.9% of the dependent variable, namely Employee Performance, while the remaining 43.1% is explained by other variables.

Regarding the recapitulation of respondents' answers, the highest weighting for Occupational Safety statements was statement number 6. Insurance for the existing workforce is optimal in this case. This is evident from the weight and results of the research calculations of 147 (3.87). Meanwhile, Statement 2, namely Availability, has the lowest weight. equipment work safety as prevention tools Already adequate, with weight and The research results were 135 (3.55). This shows that most employees believe that the availability of safety equipment as a preventive tool is inadequate (Bor, 2020; Clohessy et al., 2019).

The calculated t is 6.899 > t table 1.688, and the significance value is 0.000, which is smaller than 0.05. This means that Ho is rejected and Ha is accepted, indicating a significant influence of Occupational Safety and Employee Performance. This is in line with the research (Firmanzah et al., 2017) entitled The Influence of Occupational Safety And Health Effect of Work on Employee Performance (Study on PT. PLN Employees) (Persero) Kediri Area, East Java Distribution) in 2017 which stated that there was a significant influence between Occupational Safety on Employee Performance and research from (Saraswati, 2018) entitled The Influence of Occupational Safety and Occupational Health of Ground Support Officers Equipment at PT. Gapura Angkasa Terminal 3 Soekarno-Hatta Airport - Hatta in 2018 stated that there was a significant influence between occupational safety on employee performance.

On Regression linear simple, obtained $Y = 5{,}200 + 0.609\ X_2$

Where: Y + Performance Employee
X_2 = Occupational Health

The simple linear regression equation means that for every 1 unit increase The value of the variable X_2 (Occupational Health) is 0.648, which will be followed by an increase in Y (Employee Performance) of 7.846. The simple correlation coefficient (r) was 0.770, indicating a strong positive correlation according to the table of correlation levels and relationship strengths. In the Determination Coefficient (r^2), the R^2 obtained was 0.778. This means that the independent variable, Occupational Health, can explain 60.5% of the dependent variable, Employee Performance, while the remaining 39.5% is explained by other variables.

Regarding the recapitulation of respondents' answers to the Occupational Health statement, the highest weight was statement number 5, namely that sports facilities were adequate. This can be seen from the weight and results of the research calculations of 155 (4.08), while the lowest weight was for statement number 8. That is, employees pay attention to nutritious foods. consumed, with weight and results The research was 131 (3.45). This proves that many employees still do not pay attention to consuming nutritious food, which affects their occupational health (Gupta et al., 2019; Mishra et al., 2019; Shearer et al., 2016).

The t-test shows that the calculated t is 7.486 > t-table 1.688, and the significance value is 0.000, which is smaller. of 0.05. This means that Ho is rejected and Ha is accepted, which means that there is a significant influence between Occupational Health and Performance. This is in accordance with the study (Firmanzah et al., 2017) entitled The Influence of Occupational Safety and Occupational Health on Employee Performance (Study on Employees of PT. PLN (Persero) Kediri Area, East Java Distribution) in 2017 which stated that there is a significant influence between Occupational Health and Employee Performance and Research (Saraswati, 2018) entitled The Influence of Occupational Safety and Occupational Health of Ground Support Officers Equipment at PT. Gapura Angkasa Terminal 3 Soekarno - Hatta Airport in 2018 which stated that there was a significant influence between Occupational Health and Employee Performance.

On Regression Linear Multiple
$Y = 2{,}362 + 0.448\ X_1 + 0.405\ X_2$
Where : Y = Employee Performance
X_1 = Safety Work
X_2 = Occupational Health

The multiple linear regression equation means that every increase in the implementation score of variable X_1 (Occupational Safety) by 0.448 will be followed by an increase in Y (Performance). Every time there is a 1 unit increase in the score for the variable, an increase in X_2 (occupational health) of 0.405 will be followed by an increase in Y (Employee Performance). From the equation above, the Y value is 2.362. The coefficient correlation multiple (r) obtained was as high as 0.824, indicating a strong positive correlation in accordance with the table of correlation levels, strength, and linear relationship. In the Determination Coefficient (r^2), R^2 was obtained as 0.678. The independent variables explain 67.8% of the dependent variables, while the remaining 33.2% is explained by other variables.

Regarding the recapitulation of respondents' answers to the performance statement, it is known that the highest weighting is statement number 4, namely being able to complete several jobs according to orders, as can be seen from the weighting and calculation results. study as big as 146 (3.84). whereas weight lowest is statement number 2 that is finish task / work according to the given deadline, statement 6 namely always double-checking the results of work that has been done and 8 namely complying with company regulations, with a weight and research results each – each as big as 136 (3.58). This

proves that many employees of PT. Angkasa Pura Kargo unit regulated agents who have not been able to complete the task within the given time limit, do not recheck the results work And does not meet the regulation company. In the F test, it can be concluded that the calculated F is 38.886 > F table 3.27 while H0 is rejected and Ha is accepted, which means there is a significant influence between safety Work And health Work to Employee performance. This is in accordance with the results of a previous study (Saraswati, 2018) which found that the Influence Work safety and health on ground support equipment officers at PT. Gapura Angkasa Terminal 3 Soekarno-Hatta Airport - Hatta year 2018 Which state there is influence significant between Safety Work and Occupational Health on Employee Performance and research (Firmanzah et al., 2017) entitled The Influence of Occupational Safety Work And Health Work To Performance Employee (Studies On Employee PT. PLN (Persero) Area Kediri Distribution Java East) year 2017 Which state existence Influence significant between Safety Work, Health Work, and Employee Performance.

5. Conclusions

Based on the results of the discussion regarding the Influence of Occupational Safety and Health on the Performance of Regulated Agent Unit Employees at PT. Angkasa Pura Kargo, it can be concluded that Occupational Safety and Occupational Health each have a significant influence on employee performance. Occupational Safety shows a strong relationship with performance (r = 0.760) and contributes 56.9%, while Occupational Health also has a strong relationship (r = 0.770) and contributes 60.5%. The hypothesis tests indicate that both variables individually have a significant effect, as evidenced by t count values greater than t table and significance values below 0.05. In addition, respondents' answers show that worker insurance and adequate sports facilities are important supporting factors in improving safety and health.

Simultaneously, Occupational Safety and Health have a significant effect on Employee Performance with a strong correlation (r = 0.824) and a contribution of 67.8%, while the remaining 33.2% is influenced by other factors. The F test results confirm that both variables together significantly affect performance. This is supported by respondent data showing that most employees are able to complete multiple tasks according to instructions, indicating that improved safety and health conditions contribute positively to overall employee performance.

Acknowledgements

The authors would like to express their sincere gratitude to the Institute of Transportation and Logistics Trisakti, Jakarta, Indonesia, for their academic support in conducting this research. The authors also extend their appreciation to PT. Angkasa Pura Kargo, particularly the Regulated Agent Unit employees, for their participation and cooperation in providing valuable data and insights for this study.

Author Contributions

YK conceptualized the study, designed the research framework, conducted data collection, performed data analysis, and drafted the manuscript. NGLT contributed to methodological validation, data interpretation, and critical revision of the manuscript. IC was responsible for supervision, review and editing, and final approval of the manuscript.

Conflicts of Interest

The authors declare that there is no conflict of interest regarding the publication of this study. This research was conducted independently, and no financial or personal relationships influenced the results

or interpretation of the findings.

References

Adams, J. M. (2019). The value of worker well-being. *Public Health Reports*, *134*(6), 583–586. https://doi.org/10.1177/0033354919878434

AM, E. N., Affandi, A., Udobong, A., & Sarwani, S. (2020). Implementation of human resource management in the adaptation period for new habits. *International Journal of Educational Administration, Management, and Leadership*, 19–26. https://doi.org/10.51629/ijeamal.v1i1.4

Bor, H. (2020). The relationship between nutrition and worker efficiency. *Turkish Journal of Family Medicine and Primary Care*, *14*(2), 305–311. https://doi.org/10.21763/tjfmpc.642063

Bordeianu, O. M., & Buta, S. (2015). Linking human resources strategy with knowledge management strategy to drive measurable results. *The USV Annals of Economics and Public Administration*, *15*(1(21)), 169–175.

Chmieliński, M. (2019). Inspection of containers of the explosives materials in the maritime transport. *Inżynieria Bezpieczeństwa Obiektów Antropogenicznych*, (3).

Clohessy, S., Walasek, L., & Meyer, C. (2019). Factors influencing employees' eating behaviours in the office-based workplace: A systematic review. *Obesity Reviews*, *20*(12), 1771–1780. https://doi.org/10.1111/obr.12920

Clouser, J. M., Swanberg, J. E., & Bundy, H. (2015). Keeping workers safe: Does provision of personal protective equipment match supervisor risk perceptions? *American Journal of Industrial Medicine*, *58*(8), 886–896. https://doi.org/10.1002/ajim.22464

da Cunha, D. A., Macário, R., & Reis, V. (2017). Keeping cargo security costs down: A risk-based approach to air cargo airport security in small and medium airports. *Journal of Air Transport Management*, *61*, 115–122. https://doi.org/10.1016/j.jairtraman.2017.01.003

Davidescu, A. A., Apostu, S. A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job satisfaction, and job performance among romanian employees—implications for sustainable human resource management. *Sustainability*, *12*(15), 6086. https://doi.org/10.3390/su12156086

Erickson. (2014). *Health work*. ALPHABET.

Firmanzah, A., Hamid, D., & Judi, M. (2017). Influence safety and health work to employee performance (study on pt. pln (persero) kediri distribution area employees).

Gupta, C. C., Coates, A. M., Dorrian, J., & Banks, S. (2019). The factors influencing the eating behaviour of shiftworkers: What, when, where and why. *Industrial Health*, *57*(4), 419–453. https://doi.org/10.2486/indhealth.2018-0147

Harrod, M., Weston, L. E., Gregory, L., Petersen, L., Mayer, J., Drews, F. A., & Krein, S. L. (2020). A qualitative study of factors affecting personal protective equipment use among health care personnel. *American Journal of Infection Control*, *48*(4), 410–415. https://doi.org/10.1016/j.ajic.2019.08.031

Hasibuan, M. (2019). *Management source power man* (20th ed.).

Iheduru-Anderson, K. (2021). Reflections on the lived experience of working with limited personal protective equipment during the covid-19 crisis. *Nursing Inquiry*, *28*(1), e12382. https://doi.org/10.1111/nin.12382

Inyukina, T. A., Klasner, G. G., & Gorb, S. S. (2016). Social insurance against accidents at work. *World Science*, *1*(8(12)), 20–21.

Kasmir. (2016). *Human resource management*. Rajagrafindo Persada.

Levy, D., Ziegler, Y., & Koch, S. (2014). Risk assessment profiling procedure (rapp) for air cargo security. *Journal of Air Transport Studies*, *5*(2), 35–52. https://doi.org/10.38008/jats.v5i2.67

Mangkunegara, A. (2017). *Management source power man company* (14th ed.). PT Remaja Rosdakarya.

Manullang. (2008). *Safety work and health work*. PT Grafindo Persada.

Mishra, A. K., Lama, C., Sah, D. P., & Badagha, D. G. (2019). Effectiveness assessment of preventive and control measures of safety implementation [ORCID: 0000-0003-2803-4918]. *Journal of Advanced Research in Civil and Environmental Engineering*, *6*(2), 1–20.

Moenir. (2018). *Management service general in indonesia* (11th ed.). Bumi Aksara.

Mojibian, M., Jafari Nodoushan, R., Shekari, H., Salmani, Z., Heydari, M., & Mahinpoor, H. (2017). The role of human resources management in risk and safety management of patient (case study: Dr. mojibiyan hospital, yazd). *Journal of Community Health Research*, *6*(4), 229–239.

Naji, G. M. A., Isha, A. N., Bin, S. M. N., Rahman, S. A., Alzoraiki, M., & Al-Mekhlafi, A. B. (2020). The role of hr strategy on safety culture and psychological stress among employees in the upstream oil and gas companies: A conceptual review. *Solid State Technology*, *63*(5), 12. https://doi.org/10.3389/fpubh.2022.840281

Okoye, P. V. C., & Ezejiofor, R. A. (2013). The effect of human resources development on organizational productivity. *International Journal of Academic Research in Business and Social Sciences*, *3*(10), 250–268. https://doi.org/10.6007/ijarbss/v3-i10/295

Pouliakas, K., & Theodossiou, I. (2013). The economics of health and safety at work: An interdisciplinary review of the theory and policy. *Journal of Economic Surveys*, *27*(1), 167–208. https://doi.org/10.1111/j.1467-6419.2011.00699.x

Predişcan, M., & Roiban, R. N. (2014). The main forces driving change in the romanian smes. *Procedia - Social and Behavioral Sciences*, *124*, 236–245. https://doi.org/10.1016/j.sbspro.2014.02.482

Rahmawitri, M., & Hutabarat, S. M. D. (2020). Praktek monopoli pos dan kargo yang dikelola oleh pengelola pt. angkasa pura ii (persero). *Krtha Bhayangkara*, *14*(2), 206–220. https://doi.org/10.31599/krtha.v14i2.221

Rajalakshmi, M., & Naresh, B. (2018). Influence of psychological contract on workplace bullying. *Aggression and Violent Behavior*, *41*, 90–97. https://doi.org/10.1016/j.avb.2018.05.001

Saldaña, M. R., Pimentel, A. G. M., & Posada, A. S. (2019). Occupational health nursing: Competence and experience to achieve the safety, health and well-being of the working population. *Enfermería Clínica (English Edition)*, *29*(6), 375–379. https://doi.org/10.1016/j.enfcle.2019.09.005

Saraswati, R. (2018). *The influence of occupational safety and health on the performance of ground handling equipment officers at pt. gapura angkasa at terminal 3 of soekarno-hatta international airport in 2018*.

Setyawati, A., & Assegaf, J. S. (2015). Tingkat kesesuaian kinerja pelayanan kargo pt angkasa pura ii (persero) terhadap kepentingan mitra usaha. *Jurnal Manajemen Bisnis Transportasi dan Logistik*, *2*(1), 112–128. https://doi.org/10.54324/j.mbtl.v2i1.960

Shearer, J., Graham, T. E., & Skinner, T. L. (2016). Nutra-ergonomics: Influence of nutrition on physical employment standards and the health of workers. *Applied Physiology, Nutrition, and Metabolism*, *41*(6), S165–S174. https://doi.org/10.1139/apnm-2015-0531

Silalahi, S. A. (2015). Service blueprint terminal kargo bandara soekarno hatta (studi kasus: Pt angkasa pura ii). *Jurnal Manajemen Bisnis Transportasi dan Logistik*, *2*(1), 150–171. https://doi.org/10.54324/j.mbtl.v2i1.962

Sugiyono. (2017). *Metode penelitian kuantitatif*.

Wise, E. A., & Beck, J. G. (2015). Work-related trauma, ptsd, and workers compensation legislation: Implications for practice and policy. *Psychological Trauma: Theory, Research, Practice, and Policy*, *7*(5), 500.

Wong, T. K. M., Man, S. S., & Chan, A. H. S. (2020). Critical factors for the use or non-use of personal protective equipment amongst construction workers. *Safety Science*, *126*, 104663. https://doi.org/10.1016/j.ssci.2020.104663

Zwetsloot, G. I., van Scheppingen, A. R., Bos, E. H., Dijkman, A., & Starren, A. (2013). The core values that support health, safety, and well-being at work. *Safety and Health at Work*, *4*(4), 187–196. https://doi.org/10.1016/j.shaw.2013.10.001