

Can the attitude of implementing an occupational safety and health program improve employee work discipline?

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara sikap penerapan program keselamatan dan kesehatan kerja dengan disiplin kerja pegawai. Penelitian ini menggunakan subjek sebanyak 57 orang pegawai PT. PLN (Persero) cabang Pekanbaru, data penelitian dikumpulkan dengan menggunakan dua buah skala, yaitu skala sikap penerapan program keselamatan dan kesehatan kerja di susun sendiri oleh peneliti dengan jumlah 30 aitem dan skala disiplin kerja pegawai yang digunakan disusun sendiri oleh peneliti berdasarkan teori kedisiplinan dengan jumlah 28 aitem. Pengambilan sampel dalam penelitian ini menggunakan teknik metode summated ratings, analisis data dengan menggunakan analisis product moment, dengan bantuan komputer program SPSS 24.0 for windows. Berdasarkan hasil analisis ditemukan bahwa terdapat hubungan positif antara sikap penerapan program keselamatan dan kesehatan kerja dengan disiplin kerja pegawai, koefisien korelasi sebaran 0,738 dengan $p = 0,000$ maka hipotesis diterima, berarti semakin tinggi sikap penerapan program keselamatan dan kesehatan kerja akan memberikan kontribusi yang sangat besar dalam meningkatkan disiplin kerja pegawai.

Kata kunci: sikap penerapan program K3, disiplin kerja

Abstract

This research aims to determine the relationship between attitudes towards implementing occupational safety and health programs and employee work discipline. This research used as subjects 57 employees of PT. PLN (Persero) Pekanbaru branch, research data was collected using two scales, namely the attitude scale for implementing occupational safety and health programs compiled by the researcher himself with a total of 30 items and the employee work discipline scale used was compiled by the researcher himself based on disciplinary theory with a total of 28 items. Sampling in this research used the summated ratings method, data analysis using product moment analysis, with the help of the SPSS 24.0 for Windows computer program. Based on the results of the analysis, it was found that there was a positive relationship between the attitude towards implementing occupational safety and health programs and employee work discipline, the correlation coefficient was 0.738 with $p = 0.000$, so the hypothesis was accepted, meaning that the higher the attitude towards implementing occupational safety and health programs, the greater the contribution to improve employee work discipline.

Keyword: attitude towards implementing the K3 program, work discipline

1. INTRODUCTION

The increasingly competitive business world in the free market era forces every business unit to increase its competitiveness in order to continue to exist and survive amidst fluctuating changes. Apart from increasing the use of advanced technology in infrastructure, improving the quality of human resources is the most important thing to receive serious attention. This increased awareness of the quality of human resources is certainly reasonable considering that almost all production equipment is under the control of operational employees as workers who are the benchmark for production standards both in quality and quantity Wati et al (2021).

Quality human resource standards are characterized by adequate, professional and creative skills (Sagir, 1988). Schultz (in Helmi, 1996) identified the characteristics of quality human resources through the factors that determine a quality workforce, namely level of intelligence, talent, personality, level of education, physical quality, work ethic (work spirit) and work discipline.

Discipline as the original word discipline (English) means orderly, obedient, controlling behavior, self-mastery, self-control, training to form, straighten or perfect something, as mental ability or moral character, law given to train or improve, a collection or system rules for behavioral behavior (Nawami, 2003).

Siswanto (2002) explains work discipline as an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and being able to carry them out and not avoiding accepting sanctions if they violate the duties and permits given.

This expert opinion explains all these conditions which are based on a level of discipline that can ensure that work, both personal and team, can be completed with the expected results. Various studies that have been conducted by management experts and the experience of practitioners in various organizations, state that one of the indicators of effective human resource management is discipline which is directly related to the success of improving performance, both at the personal level, work group and at the organizational level. In other words, if management in an organization is unable to emphasize discipline as part of managing human resources in the organization, it is difficult to expect an increase in employee performance (As'ad, 2003)

This is because discipline in relation to performance and productivity itself contains all the things needed in an effective work process, as explained through the aspects contained in discipline (Nitisemito, 1996), namely: perception as a motive that encourages respect for other people so that it is conditioned peace or tranquility at work (psychological aspect), the relevance of employee attitudes to the standards and goals formulated in the organization (personal aspect), the tendency for individual attitudes to merge in group life (social aspect), and a conducive work environment due to the development of shared values. environmental aspects that develop disciplinary functions at work.

The function of developing disciplinary behavior itself in organizations is often carried out by providing sanctions and punishments, which in some cases are considered effective but do not always function in every case of disciplinary action. According to As'ad (2003) disciplinary action with punishment cannot always change employee behavior to act better, even if the disciplinary action is not implemented appropriately, it can result in the employee's performance getting worse. Discipline should be an orderly condition where people who are members of an organization comply with existing regulations happily where the disciplinary process is an exercise in a coaching program which aims to develop themselves so they can behave in an orderly manner (Rivai, 2004). Efforts to train discipline through coaching can be done through awareness regarding the importance of occupational safety and health which is applied in organizational management as an occupational safety and health (K3) program, where philosophically this program is interpreted as a thought and effort to ensure the physical and spiritual integrity and perfection of the workforce in particular and humans in general, while practically, as a protection effort so that workers are always safe and healthy while carrying out work in the workplace and for other people who enter the workplace and production sources and processes can be used safely and efficiently (Tunggal, 2009); Foley, M. E., et al. (2001).

The basis for implementing an occupational safety and health program is an effort to provide guarantees for employees on the one hand and organizations or companies on the other hand. The absence of guarantees contained in a company's occupational safety and health program can be detrimental to both parties, both employees and the company. On the part of employees, doubts and concerns will arise in carrying out their activities because they feel that their work security, safety and health are not protected.

Meanwhile, if an accident occurs on the company's side, it will cause losses which not only have to pay for the treatment of employees who experience the accident but also have to bear the risk of stopping work in progress (Siagian, 2002). The most basic thing in implementing an occupational safety and health program is the effort to treat employees in accordance with human dignity by conditioning quality work life (Suma'mur, 1996).

The application of occupational safety and health programs in its review of employee discipline at work can be seen through the function of employee attitudes towards the implementation of occupational safety and health programs by the company. Where attitude itself is an individual's tendency to respond in a special way to stimuli in the environment or a relatively stable and ongoing tendency to behave and react in a certain way towards other individuals, objects, institutions or certain problems (Caplin, 2000); Bentley, T., & Tappin, D. (2010)

Kartono (1991) added the definition of attitude as a form of evaluation or emotional reaction to certain stimuli. The interpretation of the concept of attitude in this discussion is that when the occupational safety and health program is assessed as providing comfort, calm, health and security, employees show a positive attitude towards work, the work climate and the company, which is demonstrated by a commitment to discipline themselves at work so that it is in line with the company's goals. .

The positive attitude shown by employees towards the implementation of occupational safety and health programs is also studied by employees as a motive for disciplined behavior at work because there is a balance of needs and goals between employees and the company, which means that the positive consequences received by employees from implementing occupational safety and health programs become a source of motivation for employees in carrying out their daily work tasks Rohimah, A. (2019).

The danger of work-related accidents that befall employees if they are not prevented and dealt with properly and correctly will certainly disrupt operations and work processes which will ultimately have a negative impact on employee work productivity. Mucci, N., et al (2016). Therefore, company management requires wisdom to implement occupational safety and health programs effectively in every employee work activity so that work-related accidents can be minimized.

Based on the explanation above, researchers want to know the function of employee attitudes towards implementing occupational safety and health programs in an effort to improve employee work discipline. Starting from the background described previously, the researcher tried to formulate the research problem as follows: Is there a relationship between attitudes towards implementing occupational safety and health programs at PT. PLN (Persero) Pekanbaru?

LITERATURE REVIEW

This research examines the relationship between attitudes towards implementing Occupational Safety and Health (K3) and employee work discipline. Previously, we will describe the identification of previous research and look at the novelty of the research which can differentiate the research conducted from others. Searching for previous research was carried out by identifying several articles and journals that were still relevant to the research. In this way, research state of the art can be obtained and strengthened. The results of data processing from Vos Viewer with data sources obtained from Scopus and Google Scholar can be seen in the following image:

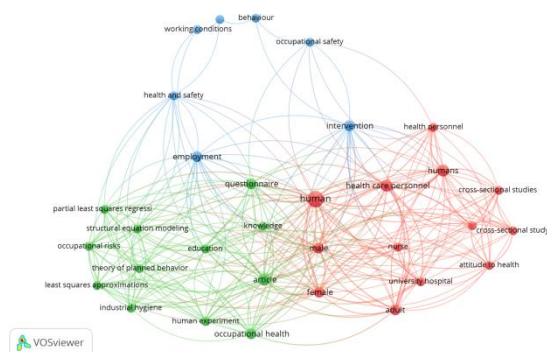


Figure 1. Network Visualization

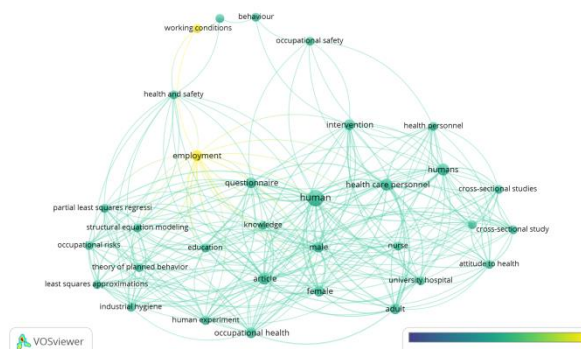


Figure 2. Overlay Visualization

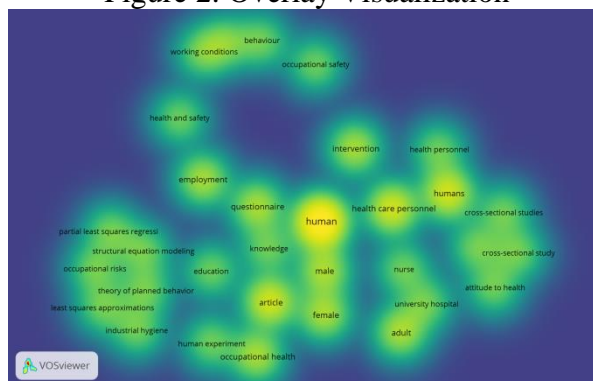


Figure 3. Density Visualization

The results of the table above provide an illustration that there are many subjects of scientific studies conducted on employee work discipline and occupational safety and health attitudes. However, there are still few studies on the relationship between attitudes toward the application of Occupational Safety and Health (K3) and employee work discipline, so this research tries to examine the relationship between attitudes toward the application of Occupational Safety and Health (K3) and employee work discipline, focusing more on the implementation of occupational health and safety programs. at PT. PLN (Persero) Pekanbaru branch.

Work Discipline

Discipline comes from the root word "disciple" which means learning. Discipline is a direction to train and shape someone to do something better. Discipline is a process that can foster a person's feeling

of maintaining and improving organizational goals objectively, through compliance with organizational regulations (Siagian, 2002).

Nawawi (2006) states that discipline or order is defined as a willingness to comply with provisions in the form of regulations as a willingness to comply with provisions in the form of regulations which explicitly need to also include sanctions that will be received if there is a violation of these provisions. Siswanto (2002) stated that work discipline is an attitude of respect, appreciation, obedience and obedience to applicable regulations, both written and unwritten, and being able to carry them out and not avoiding accepting sanctions if he violates the duties and authority that have been given to him.

Factors That Influence Work Discipline

Factors that can influence work discipline are as follows Nurmansayah (2010);Sudwiyatmoko, M., dkk. (2014):

- a. There is no firmness for every disciplinary violation, firmness is needed so that the company goals that have been set can be achieved effectively and efficiently.
- b. Lack of threats or sanctions given to any disciplinary violations.
- c. The level of employee welfare is not met. Discipline can be implemented properly if the company has provided a level of welfare or compensation that is adequate to meet the living needs of employees and their families.
- d. Lack of participation from employees, discipline can be implemented if they can get support or participation from employees because they feel that the regulations made are the result of mutual agreement or agreement for mutual progress.
- e. Lack of example from company leaders, leadership example is very necessary to influence employees so that they are willing and willing to comply with the rules and regulations set by the company.

Aspects of work discipline

According to Prawirosentono (1999), work discipline can be traced based on the following aspects:

1. Punctuality
2. Commitment to the work agreement
3. Implementation of assigned tasks
4. Obey the rules

Attitudes towards the Implementation of the K3 Program

Regarding the definition of attitude, many experts put forward it according to their respective points of view. The antecedent means attitude. For this reason, Sarwono (2010) states that attitude is a reaction or response that is still closed from a person to a stimulus or object. Attitude is not yet an action or activity,

However, it is a predisposition to the action of a behavior. Based on the definition of attitude above, it can be seen that attitude is identical to response in the form of behavior, it cannot be observed directly but can be inferred from the consistency of behavior that can be observed. Operationally, attitudes can be expressed in the form of words or actions which are a reaction response to their attitude towards objects, whether in the form of people, events or situations.

Application/Implementation

Application or implementation is the provision of means to carry out something that has an impact or consequence on something. Something is done to cause an impact or consequence, which can be in the form of regulations, decisions and policies made by an organization or company (Summa'mur, 1996).

The definition of implementation apart from that according to Summa'mur above is also explained by Mazmanian and Sebastiar (in Dangur, 2006) who also define implementation as the implementation of basic policy decisions, usually in the form of laws, but can also take the form of orders or important executive decisions.

Programs

According to Summa'mur (1996), the definition of a program is a legalized way to achieve goals, certain characteristics that can help someone to identify an activity as a program or not, namely:

- 1) Programs tend to require staff, for example to implement or act as program actors.
- 2) Programs usually have their own budget, programs are sometimes also identified through a budget.
- 3) The program has its own identity, which if it runs effectively can be recognized by the public.

Work Safety Program

Heldjaracman (in Syaflinda, 2008) said that every work safety program can consist of:

- a) Supported by top management
- b) Appoint a work safety director
- c) Creation of factories and operations that act safely (technical aspects)
- d) Educate employees to act safely
- e) Analyzing accidents
- f) Implement work safety regulations.

The aims and objectives of the work safety program in general are to prevent and reduce accidents, prevent and control the emergence of occupational diseases both physical and psychological, poisoning, infection and contagion, as well as to support the achievement of production plans with equipment, environment and work so that actions are more effective, then a work safety program was created (Dangur, 2006).

Occupational Health Program

According to Pangabea (in Syaflinda, 2008) occupational health programs are divided into two, namely as follows:

1. Physical condition, consisting of:
 - a. Physical examination
 - b. Periodic inspection of personnel
 - c. A medical clinic that has good staff and equipment
2. Mental health, consisting of:
 - a. Availability of psychiatric counseling and psychiatrists
 - b. Collaboration with specialists and psychiatric institutions from outside the organization.
 - c. Development and maintenance of appropriate humanitarian relations programs.

Occupational Safety and Health (K3)

The definition of occupational safety and health (K3) according to Tunggal (2009) is as follows:

- a) Philosophically, occupational safety and health (K3) is an idea and effort to ensure the physical and spiritual integrity and perfection of the workforce in particular and humans in general, the results of their work and culture towards a just and prosperous society.

- b) Scientifically, occupational safety and health (K3) is science and its application in an effort to prevent the possibility of accidents and occupational diseases.
- c) Practically, occupational safety and health (K3) is an effort to protect workers so that workers are always safe and healthy while carrying out work at the workplace and production sources and processes can be used safely and efficiently.

Factors that Influence the Implementation of the K3 Program

In general, work accidents according to Maspouri (1992) are unforeseen events that are undesirable and can disrupt the effectiveness of processes that have been regulated and can cause loss of life or property. Furthermore, according to Bennett (in Santoso, 2004), accidents occur unexpectedly, and in each incident there are four factors that move in a single chain, namely the environment, danger, equipment and people. Besides that, according to Suma'mur (1996), the causes of work accidents are:

1. Human actions or actions that do not meet work safety (unsafeact)
2. Unsafe environmental conditions
3. According to Summa'mur (1996), there are several steps taken to prevent and reduce the occurrence of work-related accidents, namely:
4. Legislative regulations, namely mandatory provisions regarding working conditions in general, construction planning, care and maintenance, supervision, testing and how industrial equipment works.
5. Standardization, namely the establishment of official standards, for example construction that meets safety requirements and certain types of industrial equipment.
6. Supervision (inspection), namely whether the mandatory statutory provisions are fulfilled.
7. Technical research, determining the nature and characteristics of dangerous materials and investigating safety equipment.
8. Medical research, which includes research on the psychological and pathological effects of the environment and technology and physical conditions that cause accidents.
9. Psychological research, namely investigation of psychological patterns that cause accidents.
10. Static research, to apply the types of accidents that occur, how many, who, in what work and what causes them.
11. Education and training, regarding safety and technical curricula, business schools or carpentry courses.
12. Encouragement (persuasion), namely the use of various counseling methods and other approaches to create an attitude of safety.
13. Assumption, which is financially intensive to increase accident prevention, for example in the form of reducing premiums paid by the company, if safety measures are very good.
14. Safety efforts at the company level, which is the main element in whether the implementation of work safety is effective or not, in the company really depends on the level of awareness of work safety by all parties concerned.

Aspects of Occupational Safety and Health (K3)

Based on the three-factor theory which states that aspects of Safety and Health (K3) (Anoraga, 2010) include:

1. Work environment

The work environment is everything that is around the employee and that can influence him in carrying out the tasks assigned to him. The state of the work environment has a big influence on employee performance. A good work environment can increase work efficiency and effectiveness.

Work environment factors that are important to pay attention to include:

- a. Good lighting allows workers to see the objects they are working on clearly and quickly. Lighting is not perfect so it is dark or can cause glare, which has a negative effect on work skills. Harmonious office space colors can increase production and work morale (Anoraga, 2009).
- b. The temperature and air circulation are not perfect, so the work room is dusty and damp. Temperature and humidity that is too hot or too cold can affect the physical condition, work morale and emotions of employees.
- c. Noise is unwanted and disturbing sounds and can damage hearing and the use of music in the workplace at certain times can create a more harmonious work atmosphere.
- d. Work conditions that are often violated, such as public facilities within the company that are not well maintained, for example toilets that are not cleaned, slippery and dirty floors that allow people to slip, places for disposing of leftover waste materials that are not perfect, ways of placing machines and raw materials that are not appropriately, traffic lanes are used to place raw materials, and work spaces are too dense and cramped.

2. Machines and work tools

The condition of work machines and equipment can influence both directly and indirectly the possibility of work accidents occurring. Equipment and work machines that are not ergonomic can quickly cause employee fatigue. Good equipment is one that employees are always ready to use. According to Mangkunegara (2001), errors can lie in machines that are located incorrectly, not equipped with protective equipment, and work tools that are damaged or too old and personal protective equipment that has been damaged.

3. Human

Below are human errors that can cause accidents, including:

- a. Unreasonable attitudes, such as being careless, not heeding instructions, being careless, daydreaming, not wearing personal protective equipment, being uncooperative and impatient.
- b. Unhealthy physical conditions tend to result in decreased work productivity, rapid fatigue and lack of concentration. Unhealthy physically and psychologically, such as physical disabilities, deafness, lack of vision, slow reactions and lack of general physical strength, unstable emotions, fragile personality, low way of thinking and work motivation provide a greater chance of accidents occurring. Work.
- c. Lack of skills in doing a job can be due to not having enough practice, misunderstanding instructions, not having received prior lessons about a job, and feeling unfamiliar at work.

Hypothesis

There is a positive relationship between attitudes towards the implementation of the Occupational Safety and Health (K3) program and employee work discipline at PT PLN (Persero) Pekanbaru branch.

2. METHOD

Research Location This research was carried out at PT. PLN (Persero) Pekanbaru branch. The population in this study were all employees in the field department of PT. PLN (Persero) numbers 60 people (employees). The sampling technique in this research was carried out using a purposive sampling method, namely selecting a group of subjects based on certain characteristics or characteristics that have the same similarities as the characteristics or traits of the population. The number of subjects in this study was 58 people (employees) in the electricity installation and disconnection section of PT PLN (Persero)

Pekanbaru branch. Determining the number of subjects in this research is based on the theory put forward by Arikunto (2006) which states that if the population is ≤ 100 people then all are used as samples in the research, but if the population is > 100 people then the sample size is drawn using a percentage system, starting from 10% - 15%, 20% - 25% and above. The data collection method used in this research is to use a scale method for each research variable, with the aim of revealing the relationship between attitudes towards implementing occupational safety and health programs and work discipline: (1) Attitude Scale towards Implementing Occupational Safety and Health Programs (K3) in this research is based on the Likert scale model (Azwar, 2000). By using a scale, facts or opinions from the research subjects will be obtained, because this type of model relies on self-reports, personal knowledge and beliefs. The basis for using this method is because the subject is the person who knows best about himself: what the subject states is true and trustworthy and the subject's interpretation of the statements he makes is the same as what he said.

intended by the scale maker (Hadi, 1995). (2) The work discipline scale in this research is structured into statements that are supportive or favorable and those that are not supportive or unfavorable with 4 alternative answers, eliminating neutral answers. Eliminating neutral answers is useful to prevent the subject from having the tendency not to give an answer. Data Analysis Techniques Before carrying out a relationship analysis test, the data to be analyzed must meet the prerequisite assumptions, namely; distribution normality test and linearity test of the relationship between the independent variable and the dependent variable. Test the prerequisites for normality of distribution analysis and test the linearity of relationships using the SPSS 24.0 for Windows program.

3. RESULTS AND DISCUSSION

Based on the results of the product moment correlation test to test the hypothesis in this study, it was found that there was a significant relationship in a positive direction between attitudes towards implementing the K3 program and work discipline. Based on the results of the analysis of the relationship between the implementation of the K3 program and employee work discipline, a correlation coefficient of 0.738 and $P: 0.000$ ($P < 0.01$) was obtained. These results indicate that there is a very significant relationship between attitudes towards implementing the K3 program and employee work discipline. This is in accordance with the initial hypothesis proposed by the researcher, in other words the hypothesis is accepted.

This means that the higher the attitude towards implementing the K3 program, the higher the employee's work discipline. However, on the contrary, the lower the attitude towards implementing the K3 program, the lower the level of employee work discipline. We can find out the magnitude of this relationship by looking at the correlation coefficient (r) of 0.738 and $P: 0.000$ ($P < 0.01$). And this is further strengthened by the results of the determinant coefficient (R^2) which has been obtained at 0.545 and means that 54.4% of the attitude towards implementing the K3 program influences the level of employee discipline.

This research also shows that the high attitude towards implementing the K3 program held by employees of PT. PLN (Persero) Pekanbaru branch, influences the level of discipline of these employees. Descriptive research data shows that 16 people (28%) are categorized as having a very high K3 program implementation attitude, 21 employees (37%) are categorized as having a high K3 program implementation attitude, 20 people (35%) are categorized as having a high K3 program implementation attitude. currently. Meanwhile, for the quality of work discipline, 10 people (20%) were categorized as very high work discipline, 31 people (52%) were categorized as high work discipline, 16 people (28%) were categorized as medium work discipline.

Discipline tends to be interpreted as punishment in a narrow sense, but actually discipline has a broader meaning than punishment. According to Munandar (2004) discipline is the ability to control oneself that is regulated. Discipline comes from Latin, namely *diciplina*, which means training or education, politeness and spirituality as well as character development. Discipline focuses on helping employees to develop good attitudes towards work. Good employee discipline will accelerate the achievement of organizational goals, while low discipline will become a barrier and slow down the achievement of organizational goals Ariko (2019).

Discipline is obedience to rules and discipline is not related to the value of what a rule will achieve, in other words every discipline is seen without considering whether the rules that are obeyed are useful or not before ultimately making employees enthusiastic about working. Sudwiyatmoko et al (2014). Talking about high work discipline is closely related to performance, work performance or K3. According to Nurmansyah (2010) discipline is a person's willingness and readiness to understand and obey the regulatory norms that apply around him. In relation to work, good discipline reflects a person's sense of responsibility for the tasks assigned to him. Hanson, E., & Boland, M. (2020). This encourages passion for work, morale, and the realization of company, employee and community goals. Therefore, every manager tries to ensure that his subordinates have good discipline. A manager is said to be effective if his subordinates have good discipline. Maintaining and improving good discipline is difficult, because many factors influence it. McCullagh, M. C. et al. (2022). According to Siswanto (2002), work discipline is an attitude of respect, appreciation, obedience and obedience to applicable regulations, both written and unwritten, and being able to carry them out and not avoid accepting sanctions if he violates the duties and authority given to him.

Work discipline can be seen as something that has great benefits, both for the interests of the organization and for its employees. For organizations, the existence of work discipline will ensure the maintenance of order and smooth implementation of tasks, so that optimal results are obtained. Meanwhile, employees will get a pleasant working atmosphere which will increase their enthusiasm for carrying out their work. In this way, employees can carry out their duties with full awareness and can develop their energy and thoughts as fully as possible in order to realize organizational goals (Hasibuan, 2003).

The effectiveness of the function of implementing the K3 program in relation to the various goals and functions of a business entity has been proven by several studies, such as Fisalamah (2010) in his research entitled *The Relationship Between Attitudes towards the Implementation of Occupational Safety and Health Programs and Employee Work Productivity at PT. Bangun Tenera Riau*, concluded the significant results of implementing the K3 program by increasing employee work productivity.

With relatively the same title, Sulistyarini (2010) also succeeded in proving the assumption about the influence of the K3 program on employee work productivity at CV. Friends in Klaten. The difference is only in the objective function of the methodology. Fisalamah (2010) to look at the correlation function while Sulistyarini further looked at the contribution of the K3 variable (R^2) and the forecasting function of the regression line equation on the dependent variable. The significance of the influence of implementing the K3 program has also been proven by Perpitasari (2011) who found a significant effect of the program occupational safety and health on the performance of PT production department employees. Bentoel Malang.

With various demands regarding occupational health and safety issues, companies must be able to fulfill their responsibilities in providing protection to employees by carrying out programs regarding occupational health and safety Anggreini et al. (2014); Pangestu, A. (2016); Barza, P., & Arianti, J. (2019). For this reason, the government provided guarantees to employees by drafting the Law concerning Accidents of 1947 Number 33, which was declared effective on January 6 1951, then followed by the Government Regulation concerning the Declaration of the Applicability of the 1947

Accident Regulations (PP No. 2 of 1948), which is evidence of the awareness of the importance of work safety within the company (Ranupandojo and Husnan, 2002). Then, according to the explanation of Law of the Republic of Indonesia Number 3 of 1992, it is natural that workers also play an active role and share responsibility for implementing maintenance and welfare improvement programs in order to ensure good protection of workers and their families. So, it is not only the company that is responsible for this issue, but employees must also play an active role in this matter so that mutual prosperity can be achieved Elenika, M., & Putra, A. (2021).

4. CONCLUSION

From the results of the research carried out, it can be concluded that subjects are expected to pay more attention to their own safety by complying with regulations and completing personal protective equipment at work to avoid work accidents and work illnesses caused by the work itself. Even though the attitude towards implementing the K3 program and work discipline is good, it is not impossible for managers to provide K3 training to new and existing employees so that these employees are better trained and improve their discipline and avoid work accidents. For future researchers, further researchers are advised to expand the function and objectives of research related to the variables in this research by developing methodological variations (for example by combining quantitative research concepts with qualitative research approaches) and the relationship function of the K3 variable or work discipline with other variables in reviewing K3 variables and work discipline or using the variables in this research as a basis for review.

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