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Analysis of Job Safety and Work Loyalty toward Work Readiness

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ABSTRACT

Characteristics of a soldier's work is quite heavy, so it demands physical, intellectual, and mental endurance. This gives a signal that the success of the soldiers' tasks depends on these three forces, so special attention is needed from stakeholders within the Indonesian military. In fact, this research was conducted to test the work readiness of soldiers who are influenced by factors such as work safety and loyalty to the state. This study uses a numerical data-based quantitative research structure as a basis for building arguments. The test tool to measure research results uses a regression test which consists of a partial test, simultaneous test, and determinant test. A total of 200 soldiers were asked for their willingness to be respondents using the incidental sampling technique. This research was conducted at the Indonesian military agency, namely the 4th Infantry Battalion based in Jakarta. The results of the study stated that the patriotic and professional attitude of soldiers would grow by 66% if they received assurance of life safety and a patriotic spirit. In addition, the role of self-readiness of soldiers is the key to achieving task success. This emphasizes the importance of building the readiness of the soldiers to work, so that the spirit of patriotism grows. However, managerial ranks need to provide support for occupational health and safety, as well as motivate soldiers to love their homeland.

Keywords: Health and Safety Management, Work Loyalty, Work Readiness, Soldiers, Marines

INTRODUCTION

Operational readiness is the overall condition of a person to respond and practice an activity where the attitude contains the physical and mental, skills, abilities and attitudes that must be owned and prepared while carrying out certain activities. Readiness is very important to start a job (Novitasari & Asbari, 2020) by having readiness, any work will be resolved and can be done well and get satisfactory results (Muljanto, 2021). Physical readiness is sufficient energy and good health (Putra & Santoso, 2020). Meanwhile, mental readiness has good motivation in carrying out a job.

The dynamics of the current problems in Yonif 4 Mar are health and safety issues that are still being neglected, this is proven that the standardization of first aid in accidents for the work environment of Yonif 4 Mar soldiers is still lacking, courses or training

related to K3 for Yonif 4 Mar soldiers are still lacking. zero percent. In accordance with Permenaker No 15 of 2008, the standard for every 100 workers is 1 box C or 2 boxes B, while the P3K owned by Yonif 4 Mar is only 1/6 of the standard box that has been determined. So that it can cause accidents at work and lack of knowledge of soldiers about work safety. The table contains the contents of the first aid kit in accordance with Permennaker No 15 of 2008, data on the contents of the Yonif 4 Mar Battalion First Aid box and course data or work safety training over the past three years.

Not only safety needs attention, but the health of soldiers at work also needs to be considered in order to carry out the main tasks of Yonif 4 Mar, the health of soldiers can be seen from the urikes and physical fitness every year. The number of soldiers from Infantry Battalion 4 Mar in the past three years has only been implemented on average 63.6% per year, while the average physical capability has only been implemented 68.6% so that it can be said that they have not fully implemented urikes and physical fitness, this can be a one of the factors is the lack of implementation of work safety and the readiness and discipline of soldiers in complying with health rules and procedures, so that the operational readiness of Battalion 4 Mar soldiers is not optimal.

In addition to the safety factor of soldiers in increasing the operational readiness of soldiers (Wahyuni, et al., 2023) Yonif 4 Mar, soldiers are required to be qualified and professional individuals in carrying out their duties, soldiers must carry out their work selflessly which is referred to as work loyalty (Sormin & Prisgunanto , 2021). Work loyalty is reflected through the behavior of helping each other at work, maintaining good relations with fellow co-workers, complying with applicable rules and procedures (Endratmoko, et al., 2021) at Battalion 4 March in accordance with the Daily Orders are Permanent. Loyalty to work can provide benefits for Yonif 4 Mar, where soldiers will make a positive contribution to increasing the operational readiness of Yonif 4 Mar soldiers both in training and operations. In the last three years, researchers have seen that there are still soldiers who commit disciplinary violations; the average annual rate is 17.3% late for the assembly, leaving the knighthood during official hours without permission is 12% and 20% tidiness and cleanliness disciplinary violations. This can be one of the factors. lack of readiness and discipline of soldiers in complying with work rules and procedures, as well as awareness in doing good for themselves and the unit

organization. So that it can be said that the operational readiness of Infantry Battalion 4 Mar soldiers is not optimal.

THEORETICAL BASIS

Occupational Health and Safety

The occupational health and safety management system is contained in the Minister of Manpower Regulation number PER. 05/MEN/1996 ARTICLE 1, Occupational Safety and Health Management System (SMK3) is part of the overall management system which includes organizational structure, planning, responsibilities, implementation, procedures, processes and resources needed for the development, implementation, achievement, reviewing, and maintaining occupational safety and health policies in the framework of controlling risks related to activities in order to achieve a safe, efficient and productive workplace (Nurdin, 2022).

According to Flippo, in Triwibowo, et al. (2021) stated "that an accident is an unplanned event that must be analyzed in terms of costs and causes". According to Desles in Surbakti, et al. (2023) suggests that there are three common causes of accidents, namely chance occurrence, unsafe conditions, and undesired acts on the part of employees.

Work is basically looking for and uncovering weaknesses that might lead to accidents. This function can be carried out in two ways, namely revealing the causes and effects of an accident and examining whether careful control was carried out or not (Kristiawan & Abdullah, 2020). The theory of occupational safety and health will be used by researchers as an instrument to measure the level of operational readiness of Infantry Battalion 4 Mar soldiers.

Job Security

According to Mondy and Noe, work safety management includes the protection of members from accidents at work, whereas health refers to the freedom of members from physical and mental illness (Mahawati, et al., 2021). Occupational safety refers to conditions that are safe or safe from suffering, damage or loss at work (Ginting & Suana, 2020). According to Parashakti, (2020) there are three reasons for work safety being a must for every institution or organization to implement it, including moral, legal and economic reasons.

Occupational Health

Occupational health is an important matter and needs to be considered by employers or agencies (Wangi, et al., 2020). Because having good health will benefit the unit and the soldiers materially, soldiers will be absent less often, work in a more pleasant environment, so that overall the soldiers will be able to work more optimally.

According to Mangkunegara, occupational health refers to conditions that are free from physical, mental, emotional or pain caused by the work environment (Simarmata, et al., 2022). Health risks are factors in the work environment that work beyond the specified time period, an environment that can create emotional stress or physical disturbance (Giananta, et al., 2020).

Work Loyalty

Work loyalty is part of the science of organizational behavior, loyalty is a form of work behavior that is usually not seen or taken into account. There are two approaches to the concept of loyalty, the first is the extra role which is separate from in-role performance or performance according to the job description (Utami & Dwiatmadja, 2020). The second approach is to view loyalty as a political principle or philosophy. This approach identifies the behavior of organizational members with citizenship behavior. The existence of work loyalty is the impact of individual beliefs and perceptions in the organization on the fulfillment of psychological agreements and contracts. This behavior arises because of individual feelings as members of the organization who have a sense of satisfaction when they can do something more for the organization (Fazrin & Yusuf, 2021).

In line with the above, work loyalty is a term used to identify member behavior. This work loyalty refers to the construct of "extra-role behavior", defined as behavior that benefits the organization or intends to benefit the organization, which is direct and leads to role expectations. Thus job loyalty is a functional, extra-role, prosocial behavior that directs individuals, groups or organizations.

Working Readiness

According to the Psychology Dictionary, Readiness is a point of maturity to accept and practice certain behaviors. Readiness is the overall condition of a person that makes him ready to respond or answer in a certain way to a situation (Putri & Supriansyah, 2021). Adjustment of conditions at one time will affect or the tendency to respond.

According to Soemanto, readiness is the readiness or willingness of people to do something (Prasetiyo, 2022). An expert named Cronbach provides an understanding of readiness as all traits or strengths that make a person able to react in a certain way (Handi, et al., 2022).

METHOD

This study uses a quantitative method which is a method to test certain theories by examining the relationship between variables with research instruments based on statistical procedures. This type of research was carried out using a survey with an analytical descriptive method. While the descriptive survey method is a research method that takes a sample from a population and uses a questionnaire as a data collection tool. In this study data and information were collected from respondents using a questionnaire, then the results were presented descriptively and at the end of the study were analyzed to test the hypotheses put forward at the beginning of this study.

The population can be concluded that the population is an object or subject in an area that meets the requirements related to the problem to be studied. In this study the population used was Infantry Battalion 4 Mar as many as 593 personnel.

The sample is part of the number and characteristics of the population. The sampling technique in this study used incidental sampling with a total of 200 respondents. Research data obtained through the distribution of questionnaires that were given directly to the respondents.

RESULT

Validity Test

Based on the bivariate correlation test with the Pearson correlation statistic, it shows that all research instruments have a correlation value greater than 0.50. This explains that the questions asked are in accordance with research needs in measuring the variables proposed. In addition, the significance value of the validity test results is less than 0.01. It can be concluded that the research data has a high level of conformity and between one data and another has a good correlation.

Reliability Test

Reliability test results with Cronbach Alpha statistics, it is known that:

1. After calculating the Cronbach Alpha analysis technique, the value of alpha (α) = 0.901 is obtained. This value is greater than 0.60 (0.901 > 0.60) so it can be concluded that the statements of occupational health and safety can be trusted and can be used in research.
2. After calculating the level of reliability of research data with Cronbach Alpha statistics, an alpha value of (α) = 0.880 is obtained. This value is greater than 0.60 (0.880 > 0.60) so that it can be concluded that the items are reliable and can be used in research.

Normality Test

Based on the Kolmogorov Smirnov statistical test, the significance value of the diplomacy and effectiveness measurement tool was 0.268. It is stated that the data is normally distributed if the significance value is > 0.05, the results show a significance value of 0.268 > 0.05, then it is stated that it is normally distributed and the assumption of multiple linear regression is fulfilled.

Heteroscedasticity Test

The results of SPSS data processing show that the significance value for variable X (work health and safety test and work loyalty is more than 5% (0.05) this shows that there is a relationship between variable X and the residual value, so this study has no symptoms of heteroscedasticity. This means that there is no relationship between the test variables of occupational health and safety and work loyalty.

Multicollinearity Test

The results of the multicollinearity calculation by looking at the VIF value, it can be seen that for variables having a VIF value below the number 10. So that there are no symptoms of multicollinearity between independent variables, the collinearity level can still be tolerated, so that the regression assumptions are fulfilled. This means that there is no correlation between the independent variables (occupational health and safety test and work loyalty).

Occupational Health and Safety on Work Readiness

Based on the regression analysis, it can be seen that the value of tcount on the variable occupational health and safety obtained by 2.479 greater than t table and a significance value of 0.000 less than 0.05. So it can be interpreted that there is an influence between occupational health and safety tests on the operational readiness of soldiers.

Good occupational health and safety greatly influences a person's work readiness. If a person feels healthy and safe in his work environment, then he will be more prepared and able to work well. The following are several reasons why occupational health and safety affect work readiness:

1. Good health enables a person to work productively and effectively. If a person feels sick or unwell, it will be difficult for him to concentrate and work properly.
2. Good work safety allows a person to work safely and without risk of injury or accident. If someone feels insecure in their work environment, it will be difficult for them to focus on their work and may experience stress or anxiety.
3. Good occupational health and safety can also increase one's motivation and job satisfaction. If a person feels valued and protected by the company where he works, then he will be more motivated to work well and be satisfied with his job.
4. Poor occupational health and safety can lead to high absenteeism and low productivity. If someone is often sick or injured because of an unsafe work environment, then he will often be absent and find it difficult to work productively.

Thus, good occupational health and safety is very important to improve one's work readiness. Companies must ensure that their work environment is safe and healthy for their employees so that they can work well and achieve company goals.

Work Loyalty to Work Readiness

The results of data processing show that the estimated value of work loyalty to work readiness is 0.401 with a significance value of 0.000, less than 0.05. That is, loyal behavior shows the maturity of the soul, so that it will give birth to attitudes and behavior that are ready if needed by the organization.

Loyalty can have a positive effect on one's work readiness. When a person has an attitude of loyalty to the company or organization where he works, he will tend to be more enthusiastic and dedicated in carrying out his duties and responsibilities. This can increase productivity and quality of work produced.

In addition, an attitude of loyalty can also strengthen the relationship between employees and the company. Loyal employees will feel more attached and have a greater sense of responsibility towards the company, so they will be better prepared and willing to face the challenges and changes that occur in the work environment.

However, keep in mind that an attitude of loyalty should not prevent a person from continuing to develop and seek new opportunities. Loyal employees must also remain open to change and strive to continuously improve their skills and knowledge so that they can be better prepared to face future challenges.

Simultaneous Test

Based on the results of the f test obtained at 15.233 and a significance value of 0.001. Shows that the variables of occupational health and safety and work loyalty have a positive and significant effect on the operational readiness of soldiers of the 4th Infantry Battalion Marines. This confirms, in jobs with a high level of risk, a management is needed that regulates work safety risks. This is done as a preventive effort which indirectly has a positive effect on the mentality of soldiers in carrying out their duties. The existence of a work safety guarantee system makes soldiers feel safe in carrying out their duties, not overshadowed by the risk of accidents or death due to work.

In addition, the attitude of loyalty to the institution has a large influence on preparedness. A soldier is required to always be ready in various conditions regardless of time and place. So that support is needed to form a loyal attitude towards the institution and work environment.

CONCLUSION

The results of the study concluded that work safety programs and loyal attitudes greatly influence the readiness to carry out tasks. This shows that safety and loyalty programs can create job readiness in the following ways:

1. Increase awareness of the importance of work safety: A good safety program will help employees understand the importance of work safety and avoid the risk of work injury or accidents. This will make employees more prepared and alert at work.
2. Improve skills and knowledge: A good safety program will provide training and education to employees on how to work safely and effectively. This will increase the skills and knowledge of employees, so that they are better prepared to work well.

3. Increase motivation and loyalty: A good safety program will show that the company cares about the well-being of employees. This will increase employee motivation and loyalty, so that they are better prepared to work well and deliver better results.
4. Increase productivity: By increasing safety and loyalty, employees will feel more secure and comfortable at work. This will increase employee productivity, so that the company will be better prepared to face challenges and competition in the market.

Thus, safety and loyalty programs can lead to better job readiness and help companies achieve their business objectives.

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