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THE INFLUENCE OF WORK FACILITIES, OCCUPATIONAL SAFETY AND HEALTH ON THE WORK EFFECTIVENESS OF BREBES VILLAGE EMPLOYEES

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ABSTRACT

This research aims to determine the influence of work facilities, occupational safety and health on the work effectiveness of employees in Brebes Village, partially or simultaneously. The populace on this examine became all 15 Brebes Village employees. The sampling method uses a saturated sampling approach where the complete population is sampled. statistics series from dispensing questionnaires from respondents' answers. The type of this research is descriptive quantitative using multiple linear regression analysis in the SPSS 26 utility. primarily based at the outcomes of partial check analysis (t test) it shows that work facilities have a massive positive effect on worker work effectiveness as evidenced by means of the effects of tCount > tTable, particularly 2.225 > 1.782 . The effects of the partial check (t test) for occupational safety and health have a large high quality impact on worker work effectiveness as evidenced with the aid of the price of tCount > tTable, specifically 2.344 > 1.782. The outcomes of the simultaneous check (F test) show that work facilities, work safety and health together have a substantial high quality have an effect on on worker work effectiveness, that is verified by means of the cost of FCount > FTable, namely 17.424 > 3.810 on this study.

Keywords: *Work Facilities; Occupational Safety and Health; Work Effectiveness.*

INTRODUCTION

The facilities to support an employee's work available at the Brebes Village Office must be adequate, such as the need for electronic equipment including computers, printers and internet connections (wifi) so that they can have an influence on the work effectiveness of Brebes Village employees, this can be seen when researchers visit Brebes Subdistrict office during working hours

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in the morning when many people are taking care of their needs, where the researchers found that employees still have difficulty completing work quickly, precisely and accurately because the facilities in the office are not optimal, such as only computers in the office to support work. one, not to mention the printer for printing documents needed by the community is still damaged and cannot be used until employees print outside the office, this will of course slow down the service of Brebes Village employees at work, which will result in ineffective employee work. Apart from work facilities which researchers consider to be inadequate for service offices, researchers also found another fact that almost some employees still do not know or lack understanding regarding occupational safety and health. In fact, occupational safety and health are basic things that employees need to know because occupational safety and health aims to prevent work-related accidents and illnesses by recognizing the potential causes.

An organization, whether government or personal, really has goals that have been set and have to be done, specifically government companies whose foremost intention is to provide the satisfactory provider for the network. Organizations certainly need good management, which can be achieved if there is good and optimal cooperation between employees. An organization that is oriented towards achieving goals will be achieved if the working capacity of its human resources is improved and sensitive to conditions and situations both internally and externally. This shows that the success of an organization in maintaining its existence begins with efforts to manage employees, especially in increasing maximum work effectiveness. There are many factors that can affect worker effectiveness in operating in an corporation, especially authorities companies, certainly one of that is paintings centers. There are right paintings facilities that can assist employees in their paintings.

The work facility factor is one very important factor that desires to be maximized in businesses with the intention of stopping obstacles caused by the shortage of to be had work centers [4], stated that the supply of work centers is wanted to assist employees entire paintings greater easily a good way to boom work effectiveness. Work facilities provided by government offices are tools or means of making work easier to serve various activities or smooth work to achieve these goals, work facilities are needed. An employee or worker cannot carry out the paintings assigned to him without being prepared with paintings tools, the more effective an worker's work is [8]. Has worked effectively if the employee is able to attain his goals in a way that is higher than the standards which have been set.

Apart from work facility factors, the are occupational safety and health factors which can also be determining factors for employee work effectiveness. Occupational safety and health itself is defined as a thought and attempt to ensure the bodily and religious integrity and perfection of the

body of workers especially, and people in widespread, the effect of labor and way of life to emerge as a simply and rich society [7]. Handling workforce safety issues must be taken seriously both by agency leaders and the employees themselves. Occupational protection and health topics are not just about setting up banners, posters and slogans, but a ways from that, occupational safety and fitness have to come to be a breath of lifestyles for all the ones worried in an organization, mainly recognition of the risks of threat and healthful and secure working conduct [2]. Occupational safety and health are quite important for employee effectiveness. All organizations have an obligation to ensure that workers and other people involved remain safe at all times. Every body desires a secure and healthful place of job with the intention to perform their work effectively and efficiently. On the other hand, if the workplace is disorganized and there are many dangers, accidents and illnesses will inevitably result in reduced effectiveness and loss of income for workers.

There has been a lot of research which shows that work facilities, work safety and health influence employee work effectiveness, such as research conducted by Inayat Hanum Indriati (2021) in which the outcomes of the research show that work facilities have a enormous impact at the work effectiveness, in addition to this research conducted by Christien Adriani Karambut (2018) which shows that Occupational Safety and Health influence work effectiveness. However, on the other hand, there is research which shows that work facilities and occupational safety and health do not influence work effectiveness, such as research conducted by Syarif, A. A., Sinulingga, S., and Nazaruddin, N. (2020) which found that work facilities do not influence effectiveness. work and research conducted by Novika Candra Fertilia, and Reza Ferial Ashadi (2020) which found that occupational safety and health have no effect on work effectiveness.

Based on the various theories and problems that have been expressed above, researchers are encouraged to raise this problem in the form of research with the title "The Influence of Work Facilities, Occupational Safety and Health on The Work Effectiveness of Brebes Village Employees".

RESEARCH METHODS

This type of research is descriptive quantitative research. The research variables include impartial variables, particularly work facilities (X1), and Occupational safety and health (X2), even as the independent variable is work Effectiveness (Y). The population in this observe changed into all Brebes Village employees totaling 15 employees. in this have a look at, the selection of research samples used a saturated sampling approach where all populations were sampled due to the fact the population was no greater than 30 human beings, consequently the pattern in this have a look at turned into 15 Brebes Village employees. The statistics series technique in this take a look at

become based on a questionnaire distributed to respondents with a score calculation based totally on a Likert scale that was processed for analysis. Respondent characteristics are presented in the following table:

Table 1. Respondent Characteristics

Based on	Indicator	Amount	Percetage
Gender	Man	11	73.3 %
	Woman	4	26.7 %
Age	18 – 29 years old	1	6.7 %
	30 – 39 years old	4	26.7 %
	40 – 49 years old	9	60 %
	Over 50 years old	1	6.7 %
Educational degree	High School	2	13.3 %
	Bachelor's	12	80 %
	Master's or Doctorate	1	6.7 %

Source: Primary Data processed, 2024

RESULT AND DISCUSSION

Validity Test

Understanding whether every item of the questionnaire announcement is valid or now not may be visible by means of comparing the values of r desk and r count, in which if r desk is smaller than r be counted then it can be said that the assertion item is legitimate, and vice versa where if r rely is smaller than r desk then it can be classified as invalid. The formulation for finding the r desk is df = (n-k), wherein n = range of samples, specifically 15 respondents, and k = wide variety of variables, specifically 3 variables, so that during this take a look at it is able to be visible that 15-3 = 12. The end result of the variety 12 acquired is used to discover the r desk with a importance stage of 5%. So from the distribution of the r desk cost received on this study, it is 0.5324. The following is a table of variable validity tests:

Table 2. Variable Validity Test

Variable	Sub Indicator	R Tabel	R Count	Valid / Invalid
Work Facilities	X1.1	0.5324	0.866	Valid

Variable	Sub Indicator	R Tabel	R Count	Valid / Invalid
(X1)	X1.2	0.5324	0.834	Valid
	X1.3	0.5324	0.772	Valid
	X1.4	0.5324	0.591	Valid
	X1.5	0.5324	0.629	Valid
	X1.6	0.5324	0.673	Valid
	X1.7	0.5324	0.778	Valid
Occupational Safety and Health (X2)	X2.1	0.5324	0.842	Valid
	X2.2	0.5324	0.818	Valid
	X2.3	0.5324	0.818	Valid
	X2.4	0.5324	0.863	Valid
	X2.5	0.5324	0.769	Valid
	X2.6	0.5324	0.727	Valid
Work Effectiveness (Y)	Y1	0.5324	0.902	Valid
	Y2	0.5324	0.902	Valid
	Y3	0.5324	0.846	Valid
	Y4	0.5324	0.902	Valid
	Y5	0.5324	0.820	Valid
	Y6	0.5324	0.902	Valid

Source: Primary Data processed, 2024

Reliability Test

Reliability checking out is completed to peer the consistency of respondents' answers by means of looking at the Cronbach's Alpha cost for each assertion variable, where if the Cronbach's Alpha cost is extra than 0.6, it's miles said to be reliable, conversely if it is much less than 0.6, it's far said to be unreliable. The results of the variable reliability test can be seen in the following table:

Table 3. Variable Reliability Test

Variable	Cronbach's Alpha	N of Items	Reliable / Unreliable
Work Facilities (X1)	0.862	7	Reliable

Occupational Safety and Health (X2)	0.891	6	Reliable
Work Effectiveness (Y)	0.941	6	Reliable

Source: Primary Data processed, 2024

Normality Test

Normality testing is completed using the only pattern Kolmogorov-Smirnov take a look at by searching on the Sig. (2-tailed) value where if it's miles greater than 0.05 then the information is said to be typically dispensed, however conversely if it's far much less than 0.05 then the records isn't generally allotted, the normality check can be visible inside the following:

Table 4. Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		15
Normal Parameters[a,b]	Mean	0.0000000
	Std. Deviation	1.31422011
Most Exreme Differences	Absolute	0.159
	Positive	0.135
	Negative	-0.159
Test Statistic		0.159
Asymp. Sig. (2-tailed)		0.200[c]

Source: Primary Data processed SPSS 26, 2024

Multicollinearity Test

The Multicollinearity test is achieved by means of looking at the Tolerance value and the VIF value, wherein if the Tolerance valueis more than 0.10 and the VIF value is less than 10, then the

information does now not enjoy Multicollinearity, conversely, if the Tolerance is less than 0.10 and the VIF cost is greater than 10, the results of the Multicollinearity test can be seen in the table:

Table 5. Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	**VIF**
1	(Constant)		
	Work Facilities	0.509	1.963
	Occupational Safety and Health	0.509	1.963

Source: Primary Data processed SPSS 26, 2024

Heteroscedasticity Test

Heteroscedasticity can be determined by looking at the scatterplot graph where if the dots do not gather and the dots are spread above zero and below zero, here is the Heteroscedasticity test by looking at the scatterplot graph:

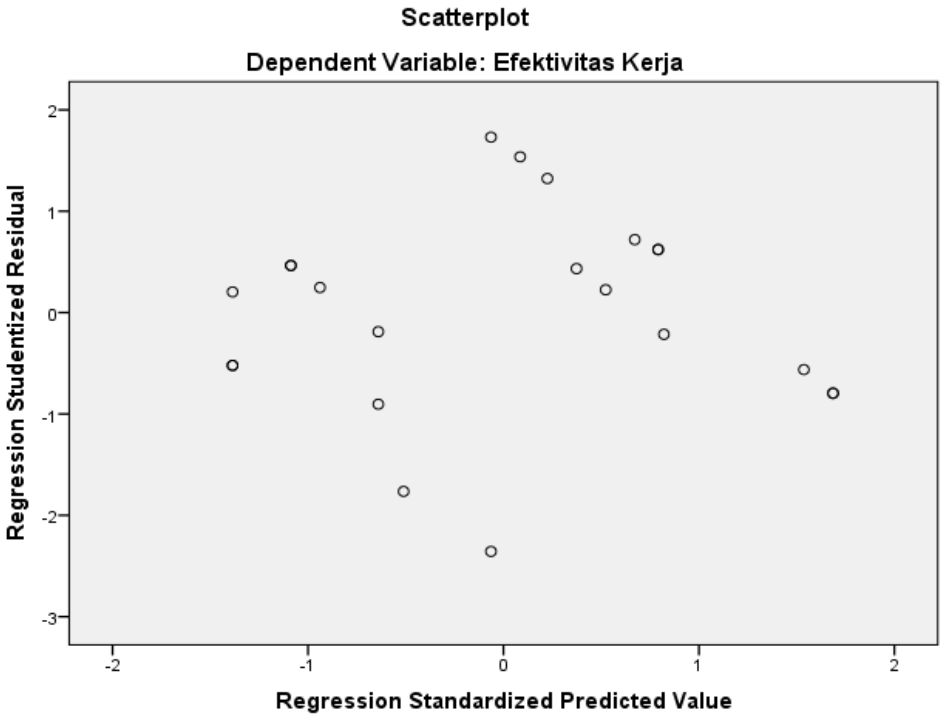


Figure 2. Heteroscedasticity Test with Scatterplot

From the scatterplot graphic figure above, you can see that the points are spread evenly and above zero, so it can be concluded that there are no symptoms of heteroscedasticity.

Multiple Linear Regression Analysis

Table 6. Multiple Linear Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.252	4.274		0.761	0.461		
	Work Facilities	0.349	0.157	0.455	2.225	0.046	0.509	1.963
	Occupational Safety and Health	0.517	0.221	0.480	2.344	0.037	0.509	1.963

a. Dependent Variable: Work Effectiveness

Source: Primary Data processed SPSS 26, 2024

Based onzthe outcomes ofzthexregression evaluation in Tablex6. MultiplezLinearzRegression Analysis, thexregression model is used to test the influence of Work Facilities (X1), Occupational Safety and Health (X2), on Work Effectiveness (Y). So the regression problem can be written as follows: **Y= 3,252 + 0,349 + 0,517 + e**

Partial Test (T Test)

Table 7. Partial Test (T Test)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.252	4.274		0.761	0.461
	Work Facilities	0.349	0.157	0.455	2.225	0.046
	Occupational	0.517	0.221	0.480	2.344	0.037

	Safety and Health				

a. Dependent Variable: Work Effectiveness

Source: Primary Data processed SPSS 26, 2024

Based totally on the statistical consequences of the partial check (t-test) between work facilities and work Effectiveness by means of comparing T table = 1.782 with T count number = 2.225, particularly T matter is more than T table with a significance of 0.046 that is smaller than 0.05. subsequent, for the consequences of the partial check (t test) among Occupational safety and health and work Effectiveness by way of evaluating the T table = 1.782 and the T count = 2.344, namely the T count is greater than the T table with a significance of 0.037 that's smaller than 0.05.

Simultaneous Test (F Test)

Table 8. Simultaneous Test (F Test)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	70.220	2	35.110	17.424	0.000[b]
	Residual	24.180	12	2.015		
	Total	94.400	14			

a. Dependent Variable: Work Effectiveness

b. Predictors: (Constant), Occupational Safety and Health, Work Facilities

Source: Primary Data processed SPSS 26, 2024

Based on the statistical results of the simultaneous test (F test) between Work Facilities, Occupational Safety and Health on Work Effectiveness by comparing the F table = 3.810 with the F count = 17.424, namely the F count is greater than the F table with a significance of 0.000 which is smaller than 0.05.

Coefficient of Determination Test (R^2)

Table 9. Coefficient of Determination Test (R^2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.862[a]	0.744	0.701	1.420

a. Predictors: (Constant), Occupational Safety and Health, Work Facilities

b. Dependent Variable: Work Effectiveness

Source: Primary Data processed SPSS 26, 2024

The coefficient of determination (R2) output effects acquired an adjusted r square cost of 0.701, this means that that the have an impact on of the work facilities and Occupational safety and health variables on work effectiveness is 70.1% and the last 29.9% is influenced by means of other elements outside this studies.

CONCLUSIONS

Based on on the results of research conducted in Brebes Village using statistical tests with the SPSS application, researchers can conclude that:

1) There's a positive and significant have an impact on between Work Facilities (X1) on Work Effectiveness (Y) of Brebes Village Employees, this is proven by the value of 2.225 > 1.782 and the significance of 0.046 < 0.05. so Hypothesis H1 is accepted.
2) There's a positive and significant have an impact on between Occupational Safety and Health (X2) on Work Effectiveness (Y) of Brebes Village Employees. This is proven by the value of 2.344 > 1.782 and the significance of 0.037 < 0.05 so that Hypothesis H2 is accepted.
3) There's a positive and significant impact simultaneously between Work Facilities (X1) and Occupational Safety and Health (X2) on Work Effectiveness (Y) of Brebes Village Employees, this is proven by the value of 17,424 > 3.81 and a significance of 0.000 < 0.05 so Hypothesis H3 is accepted.
4) There are Occupational Safety and Health variables that have a more dominant positive and significant influence on the Work Effectiveness variable, as evidenced by the B value in the regression coefficient of 0.517

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