



Influence of Teamwork, Occupational Safety and Health, and Work Discipline on Employee Performance at the Ungaran Post Office

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Abstract

This research aims to determine the influence of Teamwork, Occupational Safety and Health, and Work Discipline on Employee Performance at the Ungaran Post Office. This research uses quantitative research methods. The population used in the research is all employees who work at the Ungaran Post Office in 2023. The sample used in this research is Saturated Sampling which is included in Non Probability Sampling, which means that all members of the population are sampled, namely 80 employees. Analysis of research data using SPSS for Windows software version 24. The results of this research show that there is a positive and significant influence between Teamwork (X1) on Employee Performance (Y), partially with this t count of 7.090 and a significance value of 0.000 with an increase in Teamwork can be achieved. Affects the Employee Performance variable by 23.2%. Occupational Safety and Health (X2) has a positive and significant effect on Employee Performance (Y), partially t count is 21.042 and a significance value of 0.000 with an increase in Occupational Safety and Health can influence the Employee Performance variable by 77.5%. Work Discipline (X3) has a positive and significant effect on Employee Performance (Y), partially the t count is 3.939, a significance value of 0.000 with an increase in Work Discipline can influence the Employee Performance variable by 26.5%. The results of the Coefficient of Determination (R²) test obtained an Adjusted R Square value of 0.850 or 85.0%, indicating that the Employee Performance variable is influenced by Teamwork, Occupational Safety and Health, and Work Discipline while the remaining 0.15 or 15% is influenced by other variables that are not in this study.

Keywords: Teamwork, Occupational, Safety and Health, Work Discipline

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Introduction

HR (human resources) in a company to drive all company activities to achieve a company goal or target that has been determined. According to Nawawi in Kasman (2021), human resources are people who work within an organization (often also called personnel, workforce, employees or employees). A company certainly needs quality human resources for the smooth running of company activities, so HRM (human resource management) is needed to develop all human resources in the company. Mangkunegara (2017) explains that HR can be interpreted as Human Resources which is explained broadly as planning, organizing, coordinating, implementing and monitoring the acquisition and separation of workers to achieve goals in the organization. In HRM theory, it is management that focuses on the human resource element which is part of organizational management. In an organization, people are the most important element and if there is no human contribution, the organization will not work. Because humans are the determinants of the path and organizational machines that are aligned in an organization must reflect positively to achieve a company's goals.

Human resources are an important element in activities to realize organizational goals, meaning that efforts to improve the quality of human resources need to be considered so that employee performance can be maximized. Competent employees will be very helpful in building the organization, having views or thoughts for progress as well as improving soft skills will also play a role in achieving organizational goals. However, in organizations there is a division of teams which are divided according to their respective skills, this is where the capabilities of competent and less competent human resources will be visible, therefore the organization will choose a competent leader with the aim of being able to condition a good working atmosphere. comfortable and to create good team collaboration. Teamwork will be a form of organization, work that is suitable for improving company performance. According to Musriha (2013), teamwork is a unit that is owned by more than two people who communicate work in achieving goals in a company. Now the ability that becomes an employee's skill also lies in the self-confidence to complete work correctly and quickly with other people or with a team because team work also has an important role in the smooth running of an organization. There are several factors that can support goal achievement, one of which is teamwork. In a form of collaboration between employees of a company, it will influence the resulting performance because working as a team accelerates the work that is the goal of a company. This is very important to encourage effective teamwork in organizational activities.

Occupational safety and health are needed to create a sense of security and comfort for workers in completing their work so that worker performance can increase. Occupational safety and health factors are measured through safety training, occupational safety publications, work environment control, and increased awareness of K3. Work safety training is carried out so that workers can carry out their work properly in accordance with operational standards. According to (Bangun, 2012) Work Safety is the protection of work security experienced by employees, both physically and mentally in their work environment. Occupational Health (Bangun, 2012) is the protection of safety at work in terms of health protection. This is in accordance with research conducted by Akhmad Darmawan, et al

(2022) that Occupational Health and Safety has no effect and is not significant on employee performance.

Obedying all the rules of an organization or institution and carrying them out well are characteristics of a qualified and competent person. This is the first step in the formation of superior human resources and the organization or institution definitely desires that all its employees have a work ethic like that. The same is true with work discipline where all employees are expected to always be disciplined in every activity carried out both within the organization and outside the organization. A person's disciplined attitude can be seen from his daily habits. If he is used to carrying out activities regularly and maximally, then you can be sure that the person has a good disciplined personality. On the other hand, if a person carries out activities every day that waste time and seem to be on their own, then you can be sure that the person is lack of discipline. From this statement, what is meant by work discipline is a person's obedience to the rules or regulations in an organization or institution whose expectations are to be obeyed by all employees in it in order to create a conducive working atmosphere and improve employee performance. According to (Kasmir, 2016), work discipline is the action of an individual who obeys all regulations issued by the company. Work discipline is very important in a company because employees who are disciplined at work will ensure that all work carried out can be completed because it complies with the rules and procedures carried out. The influence of work discipline on employee performance is stated in research by Aniasari and Wulansari (2021), Purnamasari et al (2019), Muliarsa, et al (2021), Amirrulloh and Atmojo (2018), Efendi and Wijaya (2018), stating that work discipline has a significant positive effect. on employee performance.

HRM (Human Resource Management) has an important role in managing human resources, including in assessing employee performance. Employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2017). According to Mondy in Anisah and Rahmawati (2017), performance appraisal is a formal system for assessing and evaluating individual or team task performance. According to Pathania & Pathak in Rani & Mayasari (2015), performance appraisal is a tool used to measure standards set by human resource management. Robbins (2015) explains that performance is a result achieved by a job in its work according to certain criteria that apply to a job. Bastian (2001) states that performance is a description of the level of achievement of an activity in realizing the goals, objectives, mission and vision of an organization as stated in the formulation of an organization's strategic scheme. From this definition it can be stated that employee performance is a form of someone's success in achieving a certain role or target that comes from their own actions. A person's performance is said to be good if the individual's work results can exceed previously determined targets.

PT. Pos Indonesia is an Indonesian State-Owned Enterprise (BUMN) which operates in the field of postal services in the form of sending letters, sending money and packages. PT. Pos Indonesia Ungaran branch (Jl. MT. Hariyono No.10, Kuncen, Ungaran, Kec. Ungaran Barat., Semarang Regency, Central Java 50511) as a research object because it has a fairly large number of employees who can be used as respondents in this research. PT. Pos Indonesia Ungaran branch is led by the Head of the Post Office followed by the Process Manager, Transportation and there are several areas within it including Service Manager,

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External Service Unit Supervision Manager, HR Manager, Accounting Manager, Finance and BPM Manager, Marketing Manager, and Solutions Manager IT. With so many sections and fields in the Post Office in Ungaran, of course, there are still sub-fields, therefore, in monitoring and carrying out their duties, it is necessary to review the most important factor, namely human resources. So the author conducted research on teamwork, occupational safety and health, work discipline, and employee performance. Based on observations that researchers know so far, the Ungaran Post Office has its own duties, there are still incidents of teamwork where coordination between employees is still lacking. This causes misunderstandings between employees and less efficient task completion. Apart from teamwork, there is occupational safety and health which has a high risk considering that the most important thing when working, many employees neglect work safety by not wearing personal protection when doing work, this work safety factor greatly affects the performance of employees and the company. Nur Hidayat, (2014) stated that by employees obeying company rules, the success of a company can be seen from the company's ability to improve the performance of its employees by looking at the willingness or encouragement to work as best as possible in order to achieve maximum company goals that have been set by the company so that there is work discipline. employees from employees can direct the abilities, expertise, skills and performance of employees better. The performance assessment used by the Ungaran Post Office is an individual performance assessment whose level of performance achievement is in the form of a percentage of performance achievement. Based on interviews conducted by the author with the HR manager of the Ungaran Post Office, the results showed that the performance of the Ungaran Post Office was not optimal, as follows:

Table 1 Performance Assessment of Ungaran Post Office Employees for January-June 2023

Month	Assessment criteria					Amount
	Very good	Good	More than enough	Enough	Not enough	
January	35	44	65	83	100	327
February	40	58	60	80	105	343
March	20	65	50	75	90	300
April	41	60	58	73	85	317
May	32	40	55	61	80	268
June	30	55	63	70	93	311
Amount	198	322	351	442	553	1,866
Percentage	10.61%	17.25%	18.81%	23.68%	28.67%	100%

Source: Ungaran Post Office January-June 2023

Information:

1. Very good (90)
2. Good (80 to 89)
3. More than enough (70 to 79)

4. Fair (60 to 69)
5. Less (59 and under)

Table 1 shows the results of the performance assessment criteria for each employee at the Ungaran Post Office at very good criteria 10.61%, good criteria 17.25%, more than adequate criteria 18.81%, then sufficient criteria 23.68%, as well as criteria less, namely 28.67%. There tends to be more criteria for more than adequate, sufficient and less, while the criteria for good and very good still appear to be low in the last 6 months. The assessment criteria are seen from the following aspects: Punctuality, can be measured by the timeliness of employees in completing assigned work, collaborative relationships consist of attitudes and interactions with colleagues, superiors, and the general public and work performance consists of understanding the task, skills in the task, knowledge of regulations, quality of work results, quantity of work results. The information provided by managers in the HR department states that the realization of employee performance achievements can be concluded as not being optimal because it has not met the expectations set. So from this description, employees need to pay attention to the performance results themselves as material for assessing employee performance to the maximum.

There are other factors that need to be considered in order to successfully achieve targeted employee performance, namely teamwork and occupational safety and health, as well as work discipline. With good teamwork between all employees and a mutually supportive attitude, it will motivate employees. Apart from that, occupational safety and health factors are to minimize the occurrence of work accidents and to minimize potential dangers that could occur. Thus, companies need to pay more attention to occupational safety and health in carrying out their duties, so that employees feel safe and comfortable at work so that the resulting employee performance will increase. According to Burn (2004), an effective team is a work team where the members work together and collaborate in achieving common goals and have a mutually supportive attitude in teamwork. These factors can support the importance of work discipline for each employee and they can perform optimally. Based on the phenomena of the problems above, researchers are interested in analyzing the problems by conducting research with the title "The Influence of Teamwork, Occupational Safety and Health, and Work Discipline on Employee Performance at the Ungaran Post Office."

Literature Review

a. The Effect of Teamwork on Employee Performance

Organizational activities cannot be separated from the formation of work teams. Teamwork is important in the sustainability of an organization or institution as a strategy to support employee performance in maximizing their work. By forming a team, a bond will be created between members who depend on each other and collaborate in completing tasks and achieving common goals. Teamwork according to Wuri Nofita Sari (2022), says that a unit that is owned by more than two people communicates work in achieving goals in a company. Now the ability that becomes an employee's skill also lies in the self-confidence to complete work correctly and quickly with other people or with a

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team because team work also has an important role in the smooth running of an organization. Implementing better teamwork will improve employee performance. This is in accordance with the results of research from Ersya Mayori Jayanti Fortuna, et al (2022) which states that there is a positive and significant influence of teamwork on employee performance. Meanwhile, from Farhan Elang Ibrahim, et al (2021) that teamwork has a positive and significant effect on employee performance. If an organization or institution wants the performance of its employees to improve or to develop better, the organization needs to start by forming a work team that can be relied on to complete its tasks thanks to the expertise of each employee who collaborates to produce better quality work. Good employee performance that continues to improve will also have a good impact on organizational performance. It will influence an employee's attitudes and behavior towards existing regulations in the organization. With good discipline, an employee is able to improve his own performance in terms of responsibility related to organizational activities or organizational performance.

H1: Teamwork influences employee performance

b. The influence of occupational safety and health on employee performance

In an organization there are several aspects of employee protection, one of which is safety. Employee protection aims to make employees feel safe in their daily work. Employees in an organization need to be protected from problems that exist around them and within themselves. These problems can overwhelm or affect the employees themselves and their job performance. According to Kasmir (2018), occupational health is an effort to maintain employee health while working. With safety and health, it is better to improve employee performance according to research results from Ranthi Pancasasti (2022). The better the occupational safety and health, the better the performance. Implementing better occupational safety and health improves employee performance. This is in accordance with research by Farly Darmawan (2022) which states that occupational health and safety has a positive and significant effect on job satisfaction.

H2: Occupational safety and health influence employee performance

c. The Influence of Work Discipline on Employee Performance

According to Sutrisno (2015), discipline issues among employees in the organization, both from superiors and subordinates, will provide an overview of the organization's performance. Employee performance can be achieved if all employees obey all the rules in the organization and remind each other how important discipline is at work. Leadership also needs to set a good example and be able to provide direction as motivation for employees. So that a harmonious and mutually respectful work environment is produced, it will improve employee performance. According to Sutrisno (2014) work discipline is the willingness and willingness of an employee to follow regulatory standards that have been set and enforced in the company. Good work discipline shows a person's sense of responsibility towards their obligations at work. From research conducted by Heri Wijayanto, et al (2022), work discipline has a positive effect on employee performance. Work discipline influences an employee's attitudes and behavior towards existing regulations in the organization. With good discipline, an

employee is able to improve his or her own performance in relation to organizational activities or organizational performance.

H3: Work discipline influences employee performance

Research Method

This type of research uses quantitative research where data collection is carried out through questionnaires that are given statistical scores. According to Sugiyono (2015), quantitative research is a type of research that is based on positive philosophy, aims to study a certain population or sample, collect data with research tools, and test a given hypothesis, used for statistical data analysis. This means that researchers will distribute questionnaires to collect data for this research and process the data through the SPSS program. The population in this study was all Ungaran Post Office workers with a total of 80 employees and the sample used in this study was a saturated sample, which means the entire population was the sample in this study. The data collection technique in this research used the distribution of questionnaires to 80 Ungaran Post Office employees. The distribution process was carried out online using the Google Form application and then the link was shared via the Company's Whatsapp Group.

Respondent Characteristics

Gender	Amount	Percentage (%)
Man	53	67%
Woman	27	32,5%
Total	80	100%

Source: Processed primary data, (2023)

In the table above, the percentage numbers show that male respondents were 67%, while female respondents were 32.5%.

Respondent's Age

Information	Number of people	Percentage (%)
a.<25 Year	20	57%
b. 25-35 Year	45	17%
c.>35 Year	15	25%
Total	80	100%

Source: Processed primary data, (2023)

The following results show that respondents aged <25 years were 20 employees with a percentage of 57%, aged 25-35 years were 45 employees with a percentage of 17%, and aged >35 years were 15 employees with a percentage of 25%. So from the explanation above it means that the employees at the Ungaran Post Office include employees of productive age, but are dominated by employees who are over 25-35 years old.

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Validity test

The validity test is measured to determine the level of effectiveness if the effectiveness of valid variables is high, but less effective when the device is invalid. The survey criteria compare the rcount value with rtable.

Table 2 Validity Test

Variable	Items	R count	R table	Items	Significance Value	Significance Level	Information
Teamwork (X1)	KT1	0.758	0.1829	KT1	0,000	0.05	Valid
	KT2	0.802	0.1829	KT2	0,000		Valid
	KT3	0.770	0.1829	KT3	0,000		Valid
	KT4	0.871	0.1829	KT4	0,000		Valid
	KT5	0.831	0.1829	KT5	0,000		Valid
	KT6	0.798	0.1829	KT6	0,000		Valid
Occupational Safety and Health (X2)	KE5	0.548	0.1829	KE5	0,000	0.05	Valid
	KE6	0.736	0.1829	KE6	0,000		Valid
	7TH	0.794	0.1829	7TH	0,000		Valid
	8TH	0.688	0.1829	8TH	0,000		Valid
Work Discipline (X3)	DK9	0.824	0.1829	DK9	0,000	0.05	Valid
	DK10	0.841	0.1829	DK10	0,000		Valid
	DK11	0.823	0.1829	DK11	0,000		Valid
	DK12	0.567	0.1829	DK12	0,000		Valid
Employee Performance (Y)	KK4	0.637	0.1829	KK4	0,000	0.05	Valid
	KK5	0.833	0.1829	KK5	0,000		Valid
	KK6	0.824	0.1829	KK6	0,000		Valid
	KK7	0.833	0.1829	KK7	0,000		Valid

Source: Processed primary data, (2023) valid

Based on the results of the validity test in table 2 above, it shows that the calculated r value for each statement of all the majority variables is greater than the table r value of 0.1829. Meanwhile, most of the statement items have a significance value of less than 0.05. All elements of the research questionnaire are considered valid.

Reliability Test

To test the reliability of the SPSS program, it can be determined by the Cronbach's Alpha value on the statistical reliability value. If the Cronbach's Alpha value is greater than 0.60 then the instrument in this study is said to be reliable. The following is a table of reliability test results:

Table 3 Reliability Test

NO	VARIABLES	N OF	CRONBACH'S	INFORMATION
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		ITEMS	ALPHA	
1	Teamwork (X1)	6	0.894	<i>Reliable</i>
2	K3 (X2)	4	0.711	<i>Reliable</i>
3	Work Discipline (X3)	4	0.772	<i>Reliable</i>
4	Employee Performance (X4)	4	0.833	<i>Reliable</i>

Source: Processed primary data, (2023)

Based on table 3 above, it can be seen that the Cronbach' Alpha value is > 0.60 , namely Teamwork (0.894), Occupational Safety and Health (0.711), Work Discipline (0.772), and Employee Performance (0.833), which means that the instrument values for all variables can be said to be reliable.

Result/Findings

Classic assumption test

Normality test

Normality testing in this research was used by Kolmogorov Smirnov which used normality test criteria by looking at the significance value (Sig) of the test results. Data will be normally distributed if $\text{sig} > 0.05$. Normality test was carried out using the Kolmogorov Smirnov statistical test with the following results:

Table 4 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		80
Normal Parameters, b	Mean	.0000000
	Std. Deviation	.15091634
Most Extreme Differences	Absolute	.081
	Positive	.071
	Negative	-.081
Statistical Tests		.081
Asymp. Sig. (2-tailed)		.200c,d
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Processed primary data, (2023)

Based on the data above, it is known that the significance value in the One Sample Kolmogorov-Smirnov Test table is 0.200 or > 0.05 . Therefore, it can be concluded that the regression model is normally distributed and can be used for further testing.

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Multicollinearity Test

Correlation between variables can be determined by looking at the Tolerance and Variance Inflation Factor (VIF) values which show which independent variables are explained by other variables with Tolerance values > 0.10 and Variance Inflation Factor (VIF) < 10 , so multicollinearity does not occur as a result of multicollinearity test results. The results of the multicollinearity test are as follows:

Table 5 Multicollinearity Test Results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	0.334	0.346		,966	,337		
	Teamwork	0.232	0.033	0.276	7,090	0,000	0.999	1,001
	K3	0.775	0.037	0.917	21,042	0,000	0.998	1,002
	Work Discipline	0.265	0.067	0.172	3,939	0,000	0.997	1,003

a. Dependent Variable: Employee Performance

Source: Processed primary data, (2023)

Based on table 5 above, it can be seen that the Tolerance value of the independent variable does not have a value less than <0.10 and from the VIF Test results there are also no independent variables that have a value more than >10 . The conclusion from the Multicollinearity test above is that there are no symptoms. Multicollinearity

Heteroscedasticity Test

To determine the occurrence of symptoms of heteroscedasticity, the Glejser test is carried out. Assessing whether or not there are symptoms of heteroscedasticity in data can be seen from the significance value of the T test on the Glejser test results. It is said to pass heteroscedasticity if the sig value is > 0.05 . The following are the results of the Heteroscedasticity test:

Table 6 Heterodasticity Test Results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF

1	(Constant)	0.502	0.217		2,313	.023		
	Teamwork	0.018	0.017	0.116	1,058	,293	0.999	1,001
	K3	0.026	0.023	0.125	1,146	,255	0.998	1,002
	Work Discipline	0.028	0.028	0.098	,098	,982	0.997	1,003
a. Dependent Variable: ABS_RES								

Source: Processed primary data. (2023)

Based on the results of the Glejser Test above, it can be seen that the significance value for each indicator is > 0.05 . So that the regression model can be declared to have passed the heteroscedasticity test and can be continued for further testing.

Multiple Linear Regression Test

Multiple linear regression analysis is used to determine how much influence the variables Teamwork, Occupational Safety and Health, and Work Discipline have on employee performance. The table of multiple linear regression test results is as follows:

Table 7 Multiple Linear Regression Test Results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	0.334	0.346		,966	0.337		
	Teamwork	0.232	0.033	0.276	7,090	0,000	0.999	1,001
	K3	0.775	0.037	0.917	21,042	0,000	0.998	1,002
	Work Discipline	0.265	0.067	0.172	3,939	0,000	0.997	1,003
a. Dependent Variable: Employee Performance								

Source: Processed primary data, (2023)

This multiple linear regression equation can be interpreted as follows:

1. The constant value from the research results shows that it is 0.334, which means that if there is an influence from independent variables such as Teamwork, Occupational Safety and Health, and Work Discipline. So the dependent variable Employee Performance already has its own value of 0.334.
2. Teamwork (X1) has a value of 0.232, if Teamwork (X1) increases by one value, then every time there is an increase in the Teamwork variable on Employee Performance it increases by 0.232.
3. Occupational Safety and Health (X2) has a value of 0.775, if Occupational Safety and Health (X2) increases by one value, then every time there is an increase in the Occupational Safety and Health variable on Employee Performance it increases by 0.775.

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4. Work Discipline (X3) has a value of 0.265, if Work Discipline (X3) increases by one value, then every time there is an increase in the Work Discipline variable on Employee Performance it increases by 0.265.

t Test (Partial Test)

The t test (Partial Test) is used to determine whether or not there is an influence of each independent variable (X) on the dependent variable (Y). This t test is used with a significance level of 5% or 0.05 with the following conditions:

- a. Hypothesis testing is supported if the tcount value is > than the ttable value (of 1.665), and if the significance value is less than <0.05 it can be stated that there is an influence between the dependent variables.
- b. If the tcount value is < the ttable value (1.665), and if the significance value is > 0.05, it can be stated that there is no influence of the independent variable on the dependent variable.

The r table value can be determined based on the statistics table with a significance of 0.05 with $df = nk$, where (k) is the number of independent and dependent variables, while the value (n) is the number of samples in the research conducted, so $df = 80 - 4 = 1.665$. The following are the results of the t test using the SPSS program:

Table 8 t test results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	0.334	0.346		,966	0.337		
	Teamwork	0.232	0.033	0.276	7,090	0,000	0.999	1,001
	K3	0.775	0.037	0.917	21,042	0,000	0.998	1,002
	Work Discipline	0.265	0.067	0.172	3,939	0,000	0.997	1,003

a. Dependent Variable: Employee Performance

Source: Primary data processed by researchers, (2023)

From the test results in table 8 it can be stated that there is an influence between X1, X2, X3 on Y, so that the hypothesis assumed is as follows:

- a. The Effect of Teamwork on Employee Performance
 The Teamwork variable (X1) has a tcount value of 7.090 > ttable of 1.665 with a significance value of 0.000 <0.05, so it can be concluded that Ho is rejected, while H1 is accepted. So it can be stated that there is a positive and significant influence of the Teamwork variable (X1) on employee performance (Y).
 Ho: There is no influence of Teamwork on Employee Performance
 H1: There is an influence of Teamwork on Employee Performance
- b. The Influence of Occupational Safety and Health on Employee Performance

The Occupational Safety and Health variable (X2) has a t table value of 21.042 > t table of 1.665 with a significance value of 0.000 < 0.05, so that the conclusion drawn from the data is that Ho is rejected, while H1 is accepted. So it can be stated that there is a positive and significant influence from the Occupational Safety and Health variable table (X2) on Employee Performance.

Ho: There is no influence of Occupational Safety and Health on Employee Performance

H2: There is an influence of Occupational Safety and Health on Employee Performance

c. The Influence of Work Discipline on Employee Performance

The Work Discipline variable (X3) has a t table value of 3.939 > t table of 1.665 with a significance value of 0.000 < 0.05, so that the conclusion drawn from the data is that Ho is rejected, while H1 is accepted. So it can be stated that there is a positive and significant influence from the Work Discipline variable table (X3) on Employee Performance.

Ho: There is no influence of Work Discipline on Employee Performance

H3: There is an influence of discipline on employee performance

F Test (Simultaneous Test)

The value of the F table can be found using a statistical table with a significance of 0.05 with $df_1 = (k-1)$ and $df_2 = (nk)$. Where (k) is the number of all variables and (n) is the number of samples. So $df_1 = (4-1)=3$ and $df_2 = (80-4) = 76$, then the Ftable value is 2.49.

Table 9 F Test Results

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10,706	3	3,569	150,731	,000b
	Residual	1,799	76	.024		
	Total	12,505	79			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Work Discipline, Teamwork, K3						

Source: Primary data processed by researchers, (2023).

From table 9 it can be explained that the Fcount value is 150.731 which is much greater than the Ftable value which is 2.49 and a significant value of 0.000 (smaller than $\alpha = 0.05$) meaning that Ho is rejected while H4 is accepted. It can be concluded that Teamwork (X1), Occupational Safety and Health (X2), and Discipline Work (X3), together has a positive and significant effect on Employee Performance (Y).

Determinant Coefficient Test (R2)

Adjusted R is used to explain the extent to which the Independent variable (X) influences the

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Dependent variable (Y). Meanwhile, the remainder is given to the detected variables with a value of 0 to 1. If the R² value is closer to one, it can indicate that the stronger the Independent variable's ability to explain the Dependent variable and if R² is zero, it can indicate that the Independent variable as a whole cannot explain dependent variable (Ghozali, 2018).

Table 10 Determinant Coefficient Test Results (R²)

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.925a	.856	.850	.15387
a. Predictors: (Constant), Work Discipline, Teamwork, K3				
b. Dependent Variable: Employee Performance				

Source: Primary data processed by researchers, (2023).

From the test results in table 4.12, it can be explained that the Adjusted R Square value has a value of 0.850, which means that the variables Teamwork, Occupational Safety and Health, and Work Discipline have an influence of 85.0% on the dependent variable, namely Employee Performance, while the remainder (100% - 85.0% = 15%) influenced by causes outside the research model.

Discussion

This research aims to determine the influence of teamwork, occupational safety and health, and work discipline on employee performance at the Ungaran Post Office.

The Effect of Teamwork on Employee Performance

Implementing better teamwork will improve employee performance. This is in accordance with the results of research from Ersya Mayori Jayanti Fortuna, et al (2022) which states that there is a positive and significant influence of teamwork on employee performance. If an organization or institution wants the performance of its employees to improve or to develop better, the organization needs to start by forming a work team that can be relied on to complete its tasks thanks to the expertise of each employee who collaborates to produce better quality work.

The influence of occupational safety and health on employee performance

In an organization there are several aspects of employee protection, one of which is safety. Employee protection aims to make employees feel safe in their daily work. This is in accordance with research by Farly Darmawan (2022) which states that occupational health and safety has a positive and significant effect on job satisfaction.

The Influence of Work Discipline on Employee Performance

Employee performance can be achieved if all employees obey all existing rules organized and reminding each other how important discipline is at work. Leadership also needs to set a good

example and be able to provide direction as motivation for employees. This results in a harmonious and mutual work environment respect, it will improve the employee's own performance. Work Discipline has a positive effect on employee performance. Work discipline influences an employee's attitudes and behavior towards existing regulations in the organization. With good discipline, an employee is able to improve his or her own performance in relation to organizational activities or organizational performance.

Conclusion

Based on the results of the data analysis and discussion described above, the following conclusions can be drawn:

1. The test results show that Teamwork (X1) partially has a significant positive effect on Employee Performance. The better the teamwork, the better the employee performance at the Ungaran Post Office.
2. Occupational safety and health (X2) partially has a significant positive effect on employee performance. The better the occupational safety and health, the better the employee performance at the Ungaran Post Office.
3. Work discipline (X3) partially has a significant positive effect on employee performance. The better the work discipline, the better the employee performance at the Ungaran Post Office.

Declaration of conflicting interest

The authors declare that there is no conflict of interest in this work.

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