

THE INFLUENCE OF SAFETY AND HEALTH, AND OFFICE FACILITIES ON EMPLOYEE PERFORMANCE (CASE STUDY OF PT MEARES SOPUTAN MINING)

PENGARUH KESELAMATAN DAN KESEHATAN, DAN FASILITAS KANTOR TERHADAP KINERJA KARYAWAN (STUDI KASUS PT MEARES SOPUTAN MINING)

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Abstract: The safety and health of the employees are really prioritized in every company. It will improve employee performance and provide benefits to the company for the smooth production process. Office facilities are the most important thing because employees need good and complete facilities to facilitate their activity in achieving the company goals. Office facilities can influence the employee performance because each employee has different abilities and work skill. Employee need help and complete facilities to do some works so they will perform better and increase their skills. The purpose of this research is to know the significant effect of Safety and health and office facilities on employee performance at PT Meares Soputan Mining. The type of this research is quantitative method by using multiple linear regression analysis. Type of data used is primary data by spreading the questionnaires to the employees where the sample size taken as much as 100 respondents. The result showed that Safety and health and office facilities have a significant affect on employee performance simultaneously. It also shows that Safety and health has a significant effect on employee performance partially and followed also office facilities has a significant effect on Employee Performance partially.

Keywords: safety and health, office facilities, employee performance, multiple linear regressions

Abstrak: Keselamatan dan kesehatan karyawan benar-benar diprioritaskan dalam setiap perusahaan. Ini akan meningkatkan kinerja karyawan dan memberikan manfaat bagi perusahaan untuk kelancaran proses produksi. Fasilitas kantor adalah hal yang penting karena karyawan perlu fasilitas yang baik dan lengkap untuk memfasilitasi aktivitas mereka dalam mencapai tujuan perusahaan. Fasilitas kantor dapat mempengaruhi kinerja karyawan karena setiap karyawan memiliki kemampuan dan keterampilan kerja yang berbeda. Karyawan membutuhkan bantuan dan fasilitas yang lengkap untuk melakukan beberapa pekerjaan sehingga mereka dapat melakukan kinerja lebih baik dan meningkatkan keterampilan mereka. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh signifikan dari keselamatan dan kesehatan, dan fasilitas kantor pada kinerja karyawan di PT Meares Soputan Mining. Jenis penelitian ini adalah metode kuantitatif dengan menggunakan analisis regresi linier berganda. Jenis data yang digunakan adalah data primer dengan menyebarkan kuesioner kepada karyawan di mana ukuran sampel yang diambil sebanyak 100 responden. Hasilnya menunjukkan bahwa keselamatan dan kesehatan, dan fasilitas kantor memiliki pengaruh signifikan terhadap kinerja karyawan secara bersamaan. Hal ini juga menunjukkan bahwa keselamatan dan kesehatan memiliki pengaruh signifikan terhadap kinerja karyawan secara sebagian dan diikuti juga fasilitas kantor memiliki pengaruh signifikan terhadap kinerja karyawan secara sebagian

Kata kunci: keselamatan dan kesehatan, fasilitas kantor, kinerja karyawan, regresi linear berganda

INTRODUCTION

Research background

Employee performance is one of the most influencing factors on the performance of the organization. A successful organization understands the importance of the human resource as a critical factor that directly affects and contributes on the performance. The success of every organization depends on its employee behavior and their decision. In addition, in order to make a good employees behavior also to achieve a good process for the company goals, the employees need to be in a safe and healthy condition and have a good facilities in the company where they work.

Based on BPJS Employment data, there are 98.000 to 100.000 cases of occupational accidents every year in Indonesia. From 98.000 cases, there are 2.400 people killed. In the end of 2015 there is 105.182 cases of occupational accidents. The number of occupational accidents every years increased by 5%. This indicates that there still lack concern of safety and health in Indonesia (BPJS,2015). Safety and health is used as an aspect of labor protection which aims to ensure the safety and health conditions for each employee and to protect the human resources. Safety and health aims to reduce the number of accidents, especially in Indonesia.

Office facilities are intended means to support in the company's activities in physical form, and used in the normal course of the company, has a relatively permanent usability period, and provide benefits for the future. A quality of the work will not be optimal if there is no adequate office facilities at the work place. This could be an obstacle for employees who undergo the job without using the office facilities they need. Without the help of facilities in their offices, they will be more difficult to finish their work. Not only the quality of their work can cause the lack of working facilities in their offices, but also the processing time will be in effect. It will be very reasonable if a job will be longer if it is not supported with the office facilities that are inadequate.

This research was conducted in PT. Meares Soputan Mining (MSM). The company was founded in December 1986. This is a gold mining company that locates at East Likupang, North Minahasa district. PT Meares Soputan Mining using a lot of equipment and heavy machine that dangerous in production process so that contributes to safety and health of employees. The use of equipments and heavy machines that dangerous must be able to guarantee the safety and health of employees therefore can improve employee performance in the company. Because of that, safety and health can influence the employee performance. In this company has a lot of different activities that need good and complete facilities to facilitate the activities of the company in achieving the company goals. There are some tools and equipment in the company that less and not put to good use such as cabinet therefore it looks some files and office equipment that placed on the floor. Lack of office facilities such as chair and office space is not wide enough. Office facilities can influence the employee performance because each employee has different abilities and work skill. Employee need help and complete facilities. To do some works, employee needs to use certain tools so they will perform better and increase their skills.

Therefore based on the description above, it is necessary to conduct this research entitled:

The Influence of Safety and Health and Office Facilities on Employee Performance (Case Study of PT. Meares Soputan Mining)

Research Objective

The aims of this research are:

1. To know the significant effect of safety and health and office facilities on employee performance at PT. Meares Soputan Mining simultaneously.
2. To know the significant effect of safety and health on employee performance at PT. Meares Soputan Mining partially.
3. To know the significant effect of office facilities on employee performance at PT. Meares Soputan Mining partially.

THEORETICAL FRAMEWORK

Human Resource Management

Human Resource Management (HRM) is the function within an organization that focuses on the recruitment of, management of, and providing direction for the people who work in an organization. HRM functions are also performed by line managers who are directly responsible for the engagement, contribution, and productivity of their reporting staff members. In a fully integrated talent management system, the managers play a significant role in and take ownership responsibility for the recruitment process. They are also responsible for the ongoing development of and retention of superior employees (Susan, 2016).

Safety and Health

Health and Safety is a thought and effort to ensure the completeness and perfection of both physical and mental labor in particular, and humanity in general, and cultural work towards a just and prosperous society Prabowo (2011). Lim (2012) added that when workers understand the health and safety rules and procedures of their job and the tools used for working, it helps them to work effectively and efficiently resulting in better performance of employees.

Office Facilities

Facility is anything that can simplify and streamline work efforts in order to achieve a goal Zakiah in Arianto Sam (2008). Selecting appropriate office furniture is an important consideration in which office managers need to pay more attention to make sure that the ergonomic environment is properly maintained. While ergonomic environment is important in increasing employee productivity, adjustable office furniture, such as desks and chairs, which can support employees in generating their work is recommended, to allow the work comfortably throughout the day (Burke, 2000).

Employee Performance

Performance is a result of the work accomplished in the discharge of his duties over a person's skill, effort, and opportunity Hasibuan (2002). According to Tika (2006) performance as the result of the job function/activity of a person or group in an organization that is affected by a variety of factors to achieve the objective of the organization within a specific time period.

Previous Research

A previous study by Mardiana Yusuf, Anis Eliyana and Novita Sari (2012) showed that Occupational Safety and Health have a significant effect on job satisfaction, it indicates that as OSH increase, then job satisfaction would also increase and OSH also have a significant effect on performance, indicates that as OSH increase, and then employees' performance would increase. Awaluddin K, Syamsu Alam, Ria Mardiana Yusuf (2013) stated that facilities is the dominant variables contribute to employee performance. Arofah (2015) also found that office facilities can influence performance of village officials.

Conceptual Framework

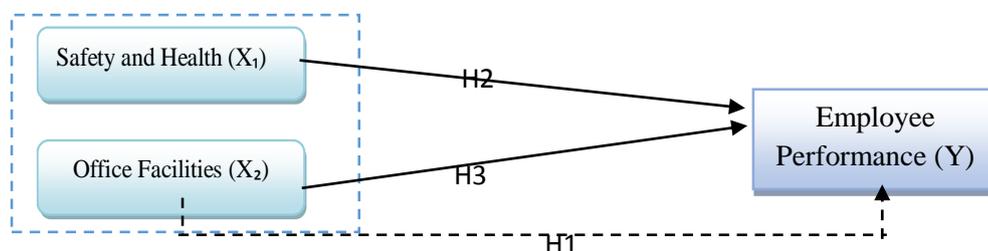


Figure 1. Conceptual Framework
Data processed (2017)

Research Hypotheses

The hypotheses of this research are:

- H0 : There is no significant effect of safety and health and office facilities on employee performance simultaneously.
- H1 : There is significant effect of safety and health and office facilities on employee performance simultaneously.
- H2 : There is a significant effect of safety and health on employee performance partially.
- H3 : There is a significant effect of office facilities on employee performance partially.

RESEARCH METHOD

This research is a causal type of research where it will investigate the influence of safety and health, and office facilities on employee performance. According to (Sekaran and Bougie, 2009), Causal study is a research study conducted to establish cause-and-effect relationship among variables. This research is the form of quantitative method with using multiple linear regressions as a tool to analyze the data. This research was conducted in North Minahasa. Data collection was conducted between September to October 2016 at PT. Meares Soputan Mining. The population of this research is all the employees in company PT Meares Soputan Mining, North Minahasa. The sample in this research is consisting of 100 respondents.

There were two sections in the questionnaires that should be filled by respondents. The first section asked about respondents identities and the second section asked about things that related with the variables. The survey will be comprised of several questions, which are related to the participant's perception regarding safety and health, and office facilities. The survey will be used to investigate respondents' attitudes and knowledge toward safety and health, and office facilities which influencing employee performance. Likert scale was used to determine if the respondent agreed or disagreed in a statement.

This research is using multiple linear regression analysis method. Linear Regression is a statistical method used to form a model of the relationship between the dependent variable (the dependent; responses, Y) with one or more independent variables (independent, predictor, x). Regression is able to describe the phenomenon of data through the creation of a numerical model of relationship. In addition, the regression model also is used to make predictions for the dependent variable. Multiple regressions are used to express the effect of independent variables and the dependent variable.

The formula of linear regression (multiple linear regressions) in general as follows:

$$\gamma = \alpha + \beta_1 X_1 + \beta_2 X_2 + \epsilon$$

Description:

γ	=	Dependent Variable (Employee Performance)
X_1	=	Safety and Health
X_2	=	Office Facilities
α	=	Constant
$\beta_1 \& \beta_2$	=	the regression coefficient of each variable
ϵ	=	Error

RESULT AND DISCUSSION

This research uses reliable questionnaire which are distributed to 100 respondents at PT Meares Soputan Mining as the source of primary data. The characteristics of 100 respondents are classified based on gender, age, education level, and working period for employee at PT Meares Soputan Mining.

The total sample of this research is 100 respondents. The results of the questionnaires are:

1. The number of male respondents is higher than female respondents. Male respondents are 75 (75% of the required sample) and female respondents are 25 (25% of the required sample).
2. Most of respondents in this research are between 26 to 35 years old (47 respondents or 47% of the required sample), followed by respondents between 36 to 45 years old (27 respondents or 27% of the required sample), and respondents between 15 to 25 years old (19 respondents or 19% of the required sample), and between 46 to 55 years old (7 respondents or 7% of the required sample).
3. 71 respondents or 71% of required sample as the most of respondents in this research are graduated from Senior High School, and followed by Collage (18 respondents or 18% of required sample), Junior High School (7 respondents or 7% of required sample), Diplomas (3 respondents or 3% of required sample) and primary School (1 respondents or 1% of required sample).
4. The respondents for this research are dominated by employees who have worked between 5 to 7 years (44 respondents or 44% of the required sample) and employees who have worked between 8 to 10 years (22 respondents or 22% of the required sample), and followed by employees who have worked between 2 to 4 years (20 respondents or 20% of the required sample), and the rest are employees who have worked more than 1 years (14 respondents or 14% of the required sample).

Validity and Reliability Test

The value of Cronbach's Alpha of 3 items used in this research is variable safety and health (X1) is 0.800, office facilities (X2) is 0.790, and employee performance (Y) is 0.874. The data is considered as reliable since the value of Cronbach's Alpha is above the minimum value which is 0.6. The values of MSA of all 30 items used in this research are above 0.197. Therefore, the data is considered as valid and it can be used for further tests and analyses.

Testing of Classical Assumption

Multiple linear regression models should meet some basic assumptions as seen below:

Multicollinearity Test

Table 1. Result of Multicollinearity Test

		Coefficients ^a				Collinearity Statistics			
Model		Unstandardized Coefficients		Standardized Coefficients		T	Sig.	Tolerance	VIF
		B	Std. Error	Beta					
1	(Constant)	16.830	3.617			4.652	.000		
	X1	.422	.100	.391		4.202	.000	.809	1.236
	X2	.299	.101	.274		2.946	.004	.809	1.236

a. Dependent Variable: Y

Source : Data Processed, 2017

VIF value Safety and Health X1 is 1.236 and VIF value of office facilities X2 is 1.236, or both of those variables have VIF value < 10. It means that there is no connection between the independent variables. Thus, the assumption that there is no multicollinearity is met (free of multicollinearity).

Heterocedasticity Test

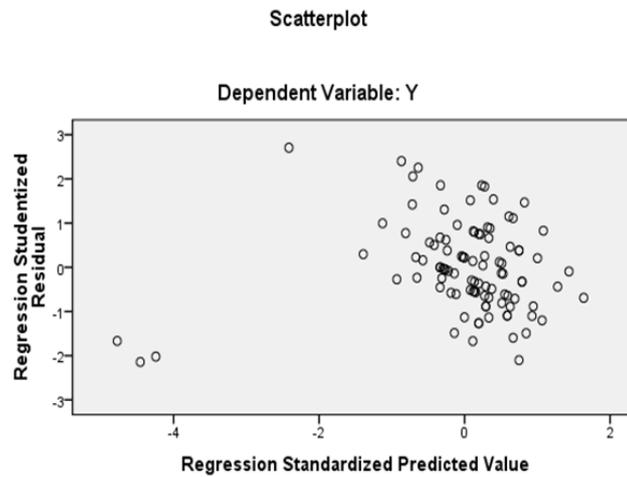


Figure 2. Result of Heterocedasticity Test

Source : Data Processed, 2017

Based on Figure 2, it can be seen that the points do not spread above and below, or around the number 0, the points do not gathered above or below in graph, the points do not form wavy pattern, and there is no pattern established. These prove that the independent variables of safety and health and office facilities are free from heterocedasticity.

Normality Test

Normal P-P Plot of Regression Standardized Residual

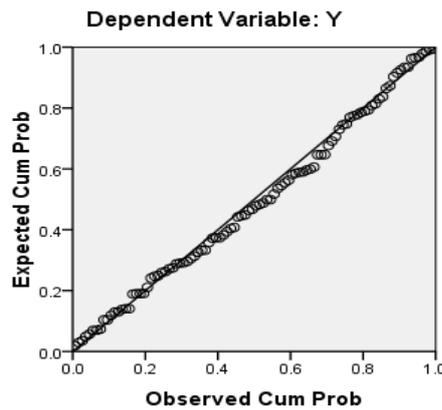


Figure 3. Result of Normality Test

Source: Data Processed, 2017

Figure 3. shows that the points are spread around and following the diagonal line. This proves that the regression model of the influence of safety and health (X1) and office facilities (X2) to employee performance at PT Meares Soputan Mining North Minahasa fulfills the normality assumption.

Autocorrelation Test

Table 2. Result of Autocorrelation Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.567 ^a	.321	.307	4.472	1.899

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Data Processed, 2017

Table 2. shows the calculation of autocorrelation, which can be seen from the Durbin-Watson. If the value of Durbin-Watson is $du (1.613) < d < 4 - du (2.262)$ then the regression model is free from autocorrelation. Based on result above, the value of Durbin-Watson is 1.899 which is free from autocorrelation, so the regression model of the influence of safety and health and office facilities to employee performance at PT Meares Soputan Mining free from autocorrelation.

Multiple Linear Regression Analysis

This study analyzes the regression of safety and health and office facilities to employee performance at PT Meares Soputan Mining North Minahasa, using SPSS version 16.0.

Table 3. Result of Autocorrelation Test

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
		B	Std. Error	Beta	T	Sig.	Tolerance	VIF
1	(Constant)	16.830	3.617		4.652	.000		
	X1	.422	.100	.391	4.202	.000	.809	1.236
	X2	.299	.101	.274	2.946	.004	.809	1.236

a. Dependent Variable: Y

Source : Data Processed, 2017

The result in table 3. can be expressed in regression equation as:

$$Y = 16.830 + 0.422X1 + 0.299 X2 + \epsilon$$

The interpretation of the multiple linear regression equation above is as follows:

Constant value of 16.830 means that if all independent variables in this research: safety and health and office facilities are equal to zero, the employee performance at PT Meares Soputan Mining North Minahasa is predicted to be 16.830. Coefficient value of 0.422 means that if the variable in this research: safety and health increases by one scale or one unit, it will increase employee performance at PT Meares Soputan Mining North Minahasa by 0.422. Coefficient value of 0.299 means that if the variable in this research: office facilities increases by one scale or one unit, it will increase employee performance at PT Meares Soputan Mining North Minahasa by 0.299.

Testing the goodness of fit: Coefficient of Correlation (R) and Coefficient of Determination (R²)

Goodness of fit will determine whether the model is good fit or not. The correlation coefficient is used to measure the influence of safety and health and office facilities to employee performance at PT Meares Soputan Mining North Minahasa.

Table 4. Results of Coefficient of Correlation (R) and Coefficient of Determination (R²)

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.567 ^a	.321	.307	4.472	1.899

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source : Data Processed, 2017

Based on table 4, correlation (R) is equal to 0.567. It indicates that the correlation of safety and health and office facilities and employee performance at PT Meares Soputan Mining North Minahasa are strong. The coefficient determination (R²) measures how well the regression line represents the data. The value of coefficient of determination is between 0 and 1. The coefficient determination (R²) of 0.321 shows that safety and health (X1) and office facilities (X2) are able to explain the employee performance (Y) for 32,1%, while 67,9% is explained by other variables excluded within this research.

Hypothesis Test

The result is intended to determine the influence of safety and health (X1) and office facilities (X2) to employee performance (Y) at PT Meares Soputan Mining North Minahasa as a dependent variable simultaneously and partially.

Simultaneous Test

Table 5. Result of Simultaneous test

ANOVA ^b						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1.	Regression	918.289	2	459.144	22.963	.000 ^a
	Residual	1939.551	97	19.995		
	Total	2857.840	99			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Data Processed, 2017

By using the significance level of 0.05 ($\alpha = 0.05$) and degree of freedom (df) of 2;100, the F_{table} from F distribution table is $F_{2;100;0.05} = 3.09$, while the value of F_{count} from the table 5 is 22.963 The result is $F_{count} > F_{table} = 22.963 > 3.09$. The table shows also the significance value is $0.000 < 0.05$. It means that overall influence of X1 and X2 on Y is very significant. Therefore, H_0 is rejected and H_1 is accepted. In other words, the independent variables significantly and simultaneously affect the dependent variable.

Partial Test

Table 6. Result of Partial Test

		Coefficients ^a				Collinearity Statistics		
		Unstandardized Coefficients		Standardized Coefficients				
Model		B	Std. Error	Beta	T	Sig.	Tolerance	VIF
1	(Constant)	16.830	3.617		4.652	.000		
	X1	.422	.100	.391	4.202	.000	.809	1.236
	X2	.299	.101	.274	2.946	.004	.809	1.236

Dependent Variable: Y

Source : Data Processed, 2017

Since there is a level significance 5% (0.05), then the t_{table} will be $t_{100;0.05} = 1.984$. Based on the table 6, the interpretation as follows:

t_{count} for safety and health (X1) is 4.202. Value on t_{table} is 1.984, then the result is $t_{count} > t_{table} = 4.202 > 1.984$, with the significance level $0.000 < 0.05$. It means safety and health (X1) partially and significantly affect employee performance (Y) at PT Meares Soputan Mining. Therefore, H_0 is rejected and H_1 is accepted.

t_{count} for office facilities (X2) is 2.946. Value on t_{table} is 1.984, then the result is $t_{count} > t_{table} = 2.946 > 1.984$, with the significance level $0.004 > 0.05$. It means office facilities (X2) partially and significantly affect employee performance (Y) at PT Meares Soputan Mining. Therefore, H_0 is rejected and H_1 is accepted.

Discussion

Conducting a research on employee performance is highly interesting among the researchers. By studying about employee performance and its causal factors, it is expected that company can develop a sustainable relationship with employee which in particular can increase employee performance at PT Meares Soputan Mining. This study has been conducted to analyze the influence of safety and health, and office facilities on employee performance (case study of PT Meares Soputan Mining)

The Influence of Safety and Health and Office Facilities on Employee Performance

Based on the results of the study by researcher from the F-test or simultaneous Test, can be seen that F-test is significant. In other words, the independent variables significantly and simultaneously affect the dependent variable. Based on the Correlation test these three variables have strong relationship with each other. On the other hand, based on the R-square correlation test or R^2 , the independent variables safety and health and office facilities influence the dependent variable employee performance. It can be concluded that the safety and health and office facilities will determine the employee performance.

The Influence of Safety and Health on Employee Performance

From the results of the t test conducted by researcher, the safety and health has an influence on employee performance at PT Meares Soputan Mining. The good Implementation of health and safety will improve employee

performance at PT Meares Soputan Mining. It is because employees get health and accident insurance, although this company used machine and heavy tools that dangerous on process production they do not need to be worried about the health and safety disruption in the workplace because PT Meares Soputan Mining always give training and education to employees about how to act safely and healthy in completing the work, this companies also provides protective work such as helmets, boots, gloves, masks to avoid employees from disruption of health and accidents. Companies also conduct more intensive monitoring of the implementation of employees work. They thus can work optimally and the employee performance will increase and it can reduce occupational accidents, especially in Indonesia. It also can be explained that safety and health can affect the level of employee performance, means that variables can strengthen the level of employees performance in PT Meares Soputan Mining.

The Influence of Office Facilities on Employee Performance

Regarding the result of T-test, office facilities have an influence on employee performance at PT Meares Soputan Mining. PT Meares Soputan Mining has many different activities such as different work tasks, responsibilities and obligations that undertaken by each employee. Certainly, many different activities also requiring many different facilities. In this companies there are some tools and equipments that not used properly such as cabinets, because it is founded some files and equipments which put on the floor. Lack of office facilities such as chair and office space is not wide enough. So the companies had to use tools and equipment properly and companies can complete office facilities as needed for this companies to increase employee performance because if employees have good and complete facilities, it can help, facilitate and accelerate the employee in completing their works and thus can improve their performance. It can be explained that the variable office facilities can affect the employee performance at PT Meares Soputan Mining. So that employee performance at PT Meares Soputan Mining can be improved.

CONCLUSION AND RECOMMENDATION

Conclusion

Three conclusions can be formulated:

1. Safety and Health and Office facilities have a significant affect on Employee Performance at PT Meares Soputan Mining simultaneously.
2. Safety and Health has a significant affect on Employee Performance at PT Meares Soputan Mining partially.
3. Office Facilities has a significant affect on Employee Performance at PT Meares Soputan Mining partially.

Recommendation

1. The results of research conducted by the researcher can be considered by PT Meares Soputan Mining in making decision related to the problem of safety and health and office facilities. The company needs to continue the policies concerning safety and health and office facilities such as health and accidents insurance, training and education about occupational safety and health, and always check and mantain the completeness and usefulness of the office facilities because they can help employees in their works. Thus employees can work peacefully and effectively, at the end it can improve employee performance.
2. The results of this study can be used by other researchers as a reference for the scientific development of Human Resource Management, especially in the field of safety and health and office facilities on employee performance.

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