

THE EFFECT OF SAFETY TRAINING AND WORKPLACE ATTITUDES ON WORKPLACE SAFETY ON ONLINE OJEK DRIVERS PT. APLIKASI KARYA ANAK BANGSA WHICH OPERATING IN THE TAMBUN SELATAN DISTRICT AREA

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ARTICLE INFO

Keywords :
Training Safety,
Attitude In place work,
Security In place work.

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ABSTRACT

Study This aim know the effect of safety training and workplace attitudes on security in place work for online motorcycle taxi drivers operating in the sub-district area South Tambun at PT. Aplikasi Karya Anak Bangsa (Go-Jek). Method analysis used in study This is with method analysis multiple linear regression . Population used in study This are 80 online motorcycle taxi drivers PT. Aplikasi Work Nation (Go-Jek) and with a sample of 80 people using saturated sampling method , ie technique taking sample when all member population used as sample . Data processing techniques using partial test method (t-test) and significant test simultaneously (f-test). Results obtained in study This show that in a manner partial Safety Training and Workplace Attitudes effect positive , in partial Workplace Attitudes and Security In place Work influential positive , and that safety training and workplace attitudes are simultaneous own influence positive and significant to security in place work .

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1. INTRODUCTION

Source power is a very important factor in any agency or company. Organization company No will walk effective without a source of power man in company the Man That Alone has a very important role as actors, planners, and determinants of materialization objectives for a company. No role is active from the source, and no company will walk with good and optimum results. Objective company No regardless of role source: power human, deep matter this source of power is demanded by the company to always follow changes that occur so that it can be involved in quick and right decisions. Growing company is capable of maintaining, managing, developing, and increasing performance source Power man to use company support activity to achieve already established company goals.

The company requires security. Work for employees, because security Work is important for a company and its employees. Because of security, work is something from business to protect and guard workers, facilities, or owned assets, whether located outside the company or in the company's environment alone. Employees will be pushed for more responsibility and energy in the company to aid in the success and prosperity of the company in which they work. If employees feel safe and comfortable in their workplace, then productivity will be higher, and the company's profit will increase each month.

Besides *safety training*, *workplace attitudes* will also strengthen the security in place. Because workplace attitudes are linked to personal values and attitudes. Attitudes represent feelings or opinions about people, objects, places, and sizes, from positive to negative. Besides that, work is feeling satisfied or not satisfied with something, whether you like it or not. Like to work with a positive response until it is negative to get the thing you want obtained in his job. Attitude Work: showing responses like emotional response to work, responsibility answer to work, and trusting self when work With good work *place attitudes*, it will grow positively for the company as well. Can add a sense of security for working employees in the company.

PT Aplikasi Karya Anak Bangsa (Gojek) was founded in 2010 with service first, which is through a *call center*. The main focus of Gojek Indonesia is to make it easy for anyone to order a motorcycle taxi via an online Aplikasi. Aplikasi gojek online Already, you can download for free, both in the Google Play Store

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for Android smartphones and the Apple App Store for iOS-based smartphones. In 2015, Gojek developed rapidly after launching an Aplikasi with three services, namely: *GoRide*, *GoSend*, and *GoMart*. After that, Gojek became a group serving technology with millions of users in Southeast Asia. In the past Aplikasi Gojek, consumers could access more than 20 services, starting from transportation, order between food and shopping, delivery goods, payment, massage, arriving, cleaning up the house, and vehicle. Gojek Indonesia's online motorcycle taxi innovation is fruit of a son nation named Nadiem Makarim. On his achievements here, it is to develop Gojek and help lots of people throughout Indonesia. In 2020, Nadiem Makarim was appointed the Minister of Education of the Republic of Indonesia. Although thus, development gojek still walks in a significant manner, even more so from year to year. Gojek is an Aplikasi that can solve various types problem For the moment, this

Online motorcycle taxi drivers are something partners work on; partnerships in the industry of online transportation and couriers, such as at Gojek, Grab, Maxim, Shopee Ekspres, and similar platform companies in Indonesia, are pseudo. Instead of creating freedom and independence for online motorcycle taxi (ojol), partnerships precisely make partners or gig workers (workers free or while) get connection super-exploitative work. Partnership is an equal and fair relationship between two or more parties. For work, it is the same in matter certain on base principle that each other needs, trusts, strengthens, and benefits. Moment These online motorcycle taxi drivers are classified as "partners" by the platform company, but they do not obtain rights as partners. They called them partners, but work in connection with laborer-entrepreneur Status "partner" exactly utilized by the company to avoid giving guaranteed online motorcycle taxi drivers minimum wage, bail health, severance pay, overtime wages, right holidays, and working hours worth

In partnership, there is an agreement between Online Ojek Partnership and Gojek Company, which contains the following:

Requirements listed in the Partnership Cooperation Agreement This (Agreement) governs the connection between you, individuals (Partners) governs the connection between you, individuals (Partners), and PT Paket Global Semesta, whose address is Gedung Pasaraya Blok M, Building B, Floors 6 and 7, Jl. Iskandarsyah II No. 2, Village Melawai, District Kebayoran Baru, Jakarta Selatan 12160, Indonesia (PGS), with provisions as listed under this in Form Contract Electronics.

So partners drivers are more comfortable, and usually companies frequent online transportation to the gym. One of them is Indonesia's Gojek. The company delivers facilities for online motorcycle taxi partners. Local company This feature provides gojek self-help. Such features are special for partners, drivers, and, of course, no consumers. There are a variety of facilities available to Gojek partners in the features. Like there is insurance, purchase pulse, and up to the installment, place stay. To make the program smooth, Gojek already took on partners work. Like with Allianz, Gojek needs protection for its partners, then Telkomsel and Indosat. For purchase credit with rates more oblique and with BTN in the installment program purchase house. There's more with Permata Syariah (hajj savings) and BNI Syariah (umrah savings). "That program is a response to insistence from our partners," said Nila Marita, Chief Corporate Affairs, Gojek Indonesia, Tuesday (31/7). As for partners, Gojek already follows insurance to reach 200,000 more. Besides that, there are also partner drivers participating in the installment program via KRP BTN, as many as 400 partners. Notes course, moment This is more from one million partners. Registered gojek.

Related to safe training in the company, Gojek and Korlantas POLRI work the same for the launch of training safety drive for the presenting Smart Tipin a feat-re in -5 minute. video. Besides drivers driving, the contents of the video also show to develop development useful self for increase quality service with existing themes customized to the needs and wants of online taxi drivers. Existing training courses like violence, sexuality, English, and management finance will gradually become available in this online feature. Besides focusing on increasing your ability and taking care of safety online for motorcycle taxi drivers, there is also outreach about protocol health gojek, namely J3K (maintain health, hygiene, and safety) during the COVID'19 pandemic. Besides In addition, Gojek also provides training programs on driving safely (*safety training*) to the driver. Training materials are provided that are: technique for bringing passengers safely and comfortably, technique for driving, engineering braking in emergencies, and understanding the sign Then cross. And the last government published Minister of Transportation regulations PM Number 12 of 2019 concerning the protection and safety of motorcycle users used for public interest or more specifically aimed at online motorcycle taxi (ojol) drivers. In regulation, the motorcyclist mandatory use equipment like jackets, gloves, hands, shoes, and helmets with SNI.

Besides *safety training*, *workplace attitudes* are also very much needed for online motorcycle taxi drivers. Because workplace attitudes can influence customer satisfaction, they can also provide a sense of

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security and comfort for customers. Gojek has established guidelines for online motorcycle taxi drivers to be friendly and courteous to customers. Besides being friendly and polite, Gojek has also directed the drivers to always look neat and tidy. Besides that rule, Gojek also provides instructions for "no raise price order quietly," which is not in accordance with the Aplikasi. Besides that, online motorcycle taxis are requested for responsiveness to customers. For example, direct online motorcycle taxi drivers contact customers and inquire about location pickup when they get an order. Many different methods are available, including SMS, phone, and chat via Aplikasi. And lastly, online motorcycle taxi drivers are requested to read maps. So can look for the best way to reach the goal in a safe and timely manner.

Based on observation At first glance, researchers believe that there are problems with online motorcycle taxi drivers in the district area of South Tambun area of South Tambun. First related security in place work In the South Tambun area, there are still lots of roads damaged or not enough good and hollow, so that they endanger online motorcycle taxi drivers passing by on the road. Moreover, when rain swiftly covers potholes covered by water, it can cause accidents for online taxi drivers. Another problem that arises from online motorcycle taxis is the lack of security in place. Work that is lacking in knowledge among online motorcycle taxi drivers about safety riding (safe driving) is still There are a number of online motorcycle taxi drivers who drive recklessly on the street, which can endanger the driver and passenger. And lastly, there are some areas in South Tambun that are vulnerable to robbery at the time of the evening. So can endanger the safety of online motorcycle taxi drivers and passengers.

Second, regarding problem *safety training* in the South Tambun Region, it is still ongoing. Lots less online taxi drivers, so discipline in driving the vehicle, for example, still like to violate, then cross on the street, break signs, then cross, or break through a light. Then traffic, using a cell phone when driving, riding a vehicle that exceeds the specified speed limit, passing a marked barrier way, and no complete tool safety like a case No rearview mirror, and use the vehicle. No worthy wear, and there are also some online motorcycle taxi drivers who don't complete the equipment ride like wearing jackets, helmets, boots, and gloves on their hands. Besides that, there are still online motorcycle taxi drivers who don't obey existing rules set by Gojek. Besides that, the driver forgot to bring helmet 2, because the helmet is for passengers, and did not wear a helmet because of the reasoned close distance. Then, under less-noticed circumstances, the motorbike, like a motorbike brake, is lacking in quality, the motorbike seat is lacking in comfort, and the motor is rarely serviced, making it not safe to drive. There are also a number of online motorcycle taxi drivers who forgot to bring equipment such as SIM and STNK.

The last three are related to *workplace attitudes*. First, there are a number of less friendly online taxi drivers who are courteous to the customer. Second, ask for a tip or extra money when you've already finished your trip. Third, sometimes consumers feel disappointed when they order food through the Go-Food Aplikasi because the order is not in accordance with what they want. Besides it, the fourth There are several online motorcycle taxi drivers who don't use online motorcycle taxi attributes; for example, should online motorcycle taxi drivers use attribute Gojek or use jacket inscribed? Gojek will but driver Ojol the No Use attribute in accordance with existing regulations. Just put on a regular jacket with no inscribed gojek. Fifth, regarding problem *workplace attitudes* There are several online motorcycle taxi drivers who like to raise the travel order price without my knowledge of the customers and price the No according to the application. So that customer pays more, which is not according to the application. Sixth, when customers order taxis online. The motorbike and the online motorcycle taxi number plate number are according to the application, so it can create a feeling of not being safe and comfortable for customers who ordered the online motorcycle taxi. And lastly, there are a number of less neat online taxi drivers.

With lots of complaints from online motorcycle taxi customers, online motorcycle taxi drivers get complaints not only from customers but also from the company too. If we continuously get complaints, online motorcycle taxi drivers will be issued by the company Gojek. Customers in the application feel harmed because they are hampered when they want to start activities. And impact period long from many complaints is that online motorcycle taxi customers are difficult to trust and return to the company. This, of course, just becomes attention for company gojek for more attention to the candidate driver or the driver for growing a good attitude toward customers, so they can get back trust from online motorcycle taxi customers.

Desired goal achieved in study These are: For knowing the influence of safety training on security in place Work online as a motorcycle taxi driver for PT. Aplikasi Karya Anak Bangsa, which operates in the South Tambun area. For knowledge of *workplace attitudes* toward security in place Work online as a motorcycle taxi driver for PT. Aplikasi Karya Anak Bangsa, which operates in South Tambun. For

knowledge of the influence of *safety training* and *workplace attitudes* toward security in place Work online as a motorcycle taxi driver for PT. Aplikasi Karya Anak Bangsa, which operates in the South Tambun area.

2. LITERATURE REVIEWS

Security in place Work

Understanding Security Work

One important factor for this to happen is the income received by the organization that walks with OK. But, still, neither the organization nor the company neglect level security work and only focus on income received by the company. Accidents are not only a problem in an industry that is "not secure," like mining and construction. Security in work is a fundamental human need. For some guys, safety is more important than wages or increasing rank. So not seldom will some people, nor those already working at the place where they are, question how the company can ensure their safety. Problems with safety and health Work cannot be separated from problems in the industrial world because safety and health are closely related to enhancing production and productivity.

According to (Sutrisno & Kusmawan, 2006), security at work is defined as follows: following : Opinion that securements of is elements supportive supports creation atmosphere of safe work, good form, and neither material nor immaterial. Security Work is something businesses do to keep and protect workers, assets, and facilities, both inside and outside the office. Efforts to give a guarantee Work is not only cursed for power Work inside the office, but also power working work in the field, for example: Bank employees on duty take or deliver money to somewhere that needs tight control. Be wary, follow crime.

According to Mathis & Jackson (2009) understanding security in place Work is sure activity creation condition safe work, avoid disabled physically and mentally through training, guide and control obedience employees, and deliver support below existing rules set by the government or company where they work.

According to Bog & Elizur (1992), security work (job security) can be interpreted as an individual's belief in continuity-owned job moments. This also covers chance promotions, conditions of work in general, and opportunities to continue a career for a long time.

Based on results from research conducted by Staufenbiel & Konig (2011), it can be shown that security work is very important and influential to level presence employees, perception of fairness held by workers, behavior in place at work, as well as level of turnover of employees.

According to research conducted by (Senol, 2011), employees' beliefs that they will not lose their jobs or that they will remain employed at the company where they work at the time they want it is the most important reason for motivating employees. So it was concluded that job security is one antecedent of satisfaction at work perceived by employees. Satisfaction at Work: This can be seen Senol , 2011), beliefs employee that they No will lost his job or still employed at the company place they Work moment This during they want it , is most significant reason For motivating employee . So it was concluded that job security is one antecedent of satisfaction at work perceived by employees. Satisfaction at Work: This can be seen from the behavior and attitudes shown by employees in the on-site tasks they perform.

Besides, there are related indicators of security in place for online motorcycle taxi drivers, namely indicators of ergonomics, ergometrics, environment, and equipment protection. The first, ergonomics, is science, technology, and art that strives to match tools, methods, and environments to the capabilities and limitations of man. For realization, an environment that is healthy, safe, comfortable, and efficient to work in to achieve the highest productivity matters. This can be achieved if there is suitability between the worker and his job. The advantage of Aplikasi ergonomics for online motorcycle taxi drivers is that driver work can be completed quickly and without the risk of an accident. Work more small or reduced, risk disease consequences Work more small, diminished, arousal Work more height, increase productivity, and increase work for the online motorcycle taxi alone.

Based on the definition put forward above, it was synthesized that security work is business: to guard and protect workers as well as assets and facilities, the company uses support to create an atmosphere of safe work, both within the company and outside it. Additionally, can increase performance very useful employees For Keep going career in long period of time, so employee get chance promotion more positions Good from before.

Elements of Security Work

(Galunic & Weeks, 2010) "suggests that with the demise of job security, companies need other strategies to encourage commitment. Examples include paying more attention to compensation, flexible working, spending to support telecommuting, and lifestyle-friendly perks. However, while such initiatives

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may encourage employees to work hard, they are no substitute for job security. In order to help restore commitment without again offering job security, Galunic and Weeks propose that in addition to company-specific training, there be a program of investment in generic training that focuses on general skills and education to raise the professional level of employees. By developing 'employability' and the ability to earn a living through professional or occupational (not job) security, employees are more likely to respond with greater commitment to the company."

"However, some scholars suggest that job security has less value to Generation-X and Generation-Y employees than to baby boomers. Workforce newcomers have mainly experienced a psychological contract based on employability and are comfortable with weaker job security. "Employees are developing the view that their only job security in the future must be based on their abilities and their competence," , "says Gary L. Howard, a Motorola vice president, "and not on keeping a job at some particular company (McShane & Glano, 2008).

Hypothesis Study

According to Sugiyono (2014), that hypothesis is a temporary answer to formula problem research. hypothesis in the study This is the following:

Hypothesis 1

Ho: Allegedly No there is influence from safety training to security in place.

H1: Suspected there is influence from safety training to security in place work.

Hypothesis 2

Ho: Allegedly no, there is influence on workplace attitudes toward security at work.

H2: Suspected that there is an influence on workplace attitudes toward security in place work.

Hypothesis 3

Ho: Allegedly No, there is influence in safety training and workplace training. to security-in-place work.

H3: It is suspected that there is an influence on safety training and workplace attitudes toward security in place work.

3. METHODS

Research Design

Based on pattern relationship, type study This explain connection causal between variables study through tester hypothesis, meanwhile approach used in research this is approach quantitative, that is study with approach numbers Good in data collection , data analysis so interpretation of the data is based on the results data analysis in the form of numbers . While the unit of analysis used in study This is individual partners the work of online motorcycle taxi drivers who work at PT. Aplikasi Karya Anak Bangsa (Gojek).

Stages Study

In do study This writer do a number of stages that is as following :

1. Stage Planning

In stages planning this is the author do is determine phenomenon, establish title, collect information, formulate problem , define objective research, determine benefit research, create base theory, make framework think, formulate hypothesis, and determine sample.

2. Stage Implementation

In stages implementation this writer gather various theories or literature as guidelines making questionnaire and method analysis data, next create and spread questionnaire on online motorcycle taxi drivers at PT. Aplikasi Karya Anak Bangsa

3. Stage Writing

At stage This writer do calculation results from from completed questionnaire spread the with use method that has determined and known influence. Writing use good and correct Indonesian so that produce effective and efficient words.

Table 1 Giving score

No	Question	Score
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1	SS = Strongly Agree	5
2	S = Agree	4
3	RR = Doubtful	3
4	TS = No Agree	2
5	STS = Strongly No agree	1

Primary data is research data obtained from source in a manner direct without through intermediary media . In study This is the source of primary data direct from respondent online motorcycle taxi driver PT. Aplikasi Karya Anak Bangsa (Gojek). Secondary data is the research data obtained in a manner No direct ie data that has been There is obtained or intermediate media collected or recorded by the parties other . Secondary data in study This form the information obtained from PT. Aplikasi Karya Anak Bangsa (Gojek), namely covers number of drivers, and profile data company .

Definition operational Variable

1. Variables dependent

In study This researcher set security in place work (Y) at PT. Aplikasi Karya Anak Bangsa (Gojek). As variable bound or dependent . Indicator used in study This For measure security in place Work is indicator ergonomics , ergometry , equipment protection self and environment work .

2. Variables Independent

In study this is what it becomes variable independent are :

1. *Safety Training* (X1) PT. Aplikasi Karya Anak Bangsa (Gojek).

Safety or safety is something free condition from relatively very small risks below level certain . Whereas risk is level possibility happening something the hazard it causes accident and intensity danger (Notoatmodjo , 2007).

Training or training according to (Mathis, 2002), Training is a process by which people achieve ability certain For help reach objective organization . because it , this process bound with various objective organization , training can looked at in a manner narrow nor broad . kindly limited , training provide employees with specific knowledge and can is known as well as skills used in work they moment this . Sometimes There is drawn boundaries between training with development , with characteristic development more wide in scope as well as focus on the individual For reach ability useful new Good for his job moment This as well as in the future .

2. *Workplace Attitudes* (X2) PT. Aplikasi Karya Anak Bangsa (Gojek).

According to (Kaswan , 2015) attitude Work is gathering feelings , beliefs , and thoughts that people hold about How behave at the moment This about work and organization . Attitude more Specific than value and no characteristic permanent Because the way people perceive and live work often changed along time . For example , situation Work somebody Possible changed caused by a job transfer or Because the promotion accepted or rejected . Consequently , attitude it works Possible changed .

Table 2 Instruments Study

No.	Variable	Indicator	Number grain
1.	Security Work	1. Ergonomics	1,2
		2. Ergometry	3,4
		3. Work environment	5,7
		4. Protection Equipment Self	8,10
2.	<i>Safety Training</i>	1. Workplace	1,2
		2. Machine	3,4
		3. Protection of Employees	5,7
		4. Provision of Outreach Programs	8,10
3.	<i>Workplace Attitudes</i>	1. Working Conditions	1,2
		2. Supervision of superiors	3,4
		3. Cooperation From Friends work	5,6
		4. Opportunity To Proceed	7,8
		5. Security	9,10

Study This carried out in the District South Tambun . Research time This held in April 2021 until with May 2021.

According to (Sugiyono , 2017), population is the generalization area it comprises from object and subject to become quantity and characteristics specified by the researcher For studied and after That pulled in conclusion . Population here is online motorcycle taxi driver PT. Aplikasi Karya Anak Bangsa (Gojek) which operates in the District area South Tambun includes Mekarsari, Mangun Jaya, Sumber Jaya, Tridaya Sakti and Setiadarma, totaling 100 people.

According to (Gulo, 2010) sample is set part /subset of something population, sample give correct picture about population . Determination amount sample in study This that is with make population become sample (research population). Element selected population become sample Can caused Because as it happens or Because other factors before Already planned by researchers . PT. Aplikasi Karya Anak Bangsa (Gojek). Give opportunity online motorcycle taxi drivers for made sample study only numbered 100 people .

Retrieval technique sample that is using simple random sampling with use formula slovin For determine the number of samples, as following :

$$\begin{aligned}n &= N / (1 + N.(e)^2) \\ &= 100 / (1+100.(0.05)^2) \\ &= 100/1.25\end{aligned}$$

n = 80 Samples

n = 80 respondents

Description :

n = Sample

N = Population

e = Level error / error of 0.05

Deep data collection techniques study This use questionnaire . Questionnaire is technique data collection carried out with method give set question or statement written to the respondents For answered (Sujarweni , 2015). Questionnaire used For get opinion respondent . In matter This respondent only answer with method give sign specific to alternatives answers provided . Questionnaire given to respondent in a manner direct or by email because breadth scope research .

According to (Sugiyono , 2016) In study quantitative , data analysis is activity after data from whole respondent or other data sources collected . Activity in data analysis is group data by variables and types respondents , tabulate data based on variable from whole respondents , presenting data each the variables studied , do calculation For answer formula problem , and do calculation For test hypothesis that has submitted . Data analysis used in study This is the validity test and reliability test .

Quality test or inside data validity research , focusing on validity and test reliability . Testing the done with objective For obtain valid and reliable instrument or reliable . validity is degrees accuracy between real data happens to objects study with the data reported by the researcher (Sugiyono, 2016) . reliability is degrees consistency to the accuracy of the resulting data from different researchers or research at different times . these two test influenced by Instruments research (Questionnaire), Subjects measured , and Individuals who do measurement .

1. Validity Test

According to (Imam Gozali , 2013) validity test used For measure legitimate or valid or not something questionnaire . Validity test can done with compare r count value with r table . Calculated r value taken from the output of SPSS (*Statistical Product and Service Solution*) testing validity using the SPSS program with method pearson correlation, that is correct each item with total score of questionnaire items . Basis of taking validity test decision as following :

- a. If $r_{count} > r_{table}$ so grain question declared valid.
- b. If $r_{count} < r_{table}$ so grain question stated invalid .

2. Reliability Test

Reliability test is the reliability test used For know how much Far A tool measuring can dependable. Testing reliability to all question items in study This use method *cronbach alpha* (coefficient *cronbach*

α), this method is used to find the reliability of instruments whose scores are a range of several values or in the form of a scale. Basis for testing reliability is as following :

- a. If value *Cronbach Alpha* > 0.60, then tested questionnaire stated reliable .
- b. If value *Cronbach Alpha* < 0.60, then tested questionnaire stated No reliable .

Assumption Test Classic

1. Normality Test

According to (Ghozali, 2018) normality test aim For test is in the regression model, variables bully or residual have normal distribution. Good and decent data in study is the owner normal distribution or close to normal. There are two ways For detect whether the residuals are normally distributed or No that is with analysis graphs and statistical tests.

A. Chart analysis

One of the easiest ways to see the normality of the residuals is to look at the histogram graph which compares the observed data with distributions that are close to the normal distribution. However, just looking at the histogram can be misleading especially for small sample sizes. A more reliable method is to look at the *normal probability* plot which compares the cumulative distribution and the normal distribution. In principle, normality can be detected by looking at the spread of data (points) on the diagonal axis of the graph or by looking at the histogram of the residuals. The basis for making a decision on the normality test is:

1. If the data spreads around the diagonal line and follows the direction of the diagonal line or the histogram shows a normal distribution pattern, then the regression model meets the assumption of normality.
2. If the data spreads away from the diagonal and/or does not follow the direction of the diagonal line or the histogram graph does not show a normal distribution pattern, then the regression model does not meet the assumption of normality.

B. Statistic analysis

The normality test with a graph can be misleading if you are not careful visually it looks normal, even though statistically it could be the other way around. Therefore it is recommended that in addition to the graphic test it is equipped with a statistical test (Ghozali, 2018: 163). Apart from looking at the *probability plot curve*, the normality test can also be performed using the *Kolmogorov-Smirnov test*. In this test, if the sig. < 0.05, the data is not normally distributed. However, if the sig. > 0.05 then the data is normally distributed.

2. Multicollinearity Test

According to (Imam Ghozali, 2013) multicollinearity test aim For test what is the regression model found exists correlation between variable free (independent), a good regression model should No happen correlation between variable free (independent). For know exists correlation between variable independent (free) in the regression model with see mark benchmark VIF (Variance Inflation Factor) and Tolerance values. Common cutoff values worn For show exists multicollinearity is Tolerance value > 0.10 then No there is correlation between variable independent and VIF value < 10 then No happen problem multicollinearity between variable independent (Imam Ghozali, 2013: 106).

3. Heteroscedasticity Test

Heteroscedasticity Test that is For test is in the regression model happen inequality from residual one other observations (Ghozali, 2018). Regression model that satisfies condition is there is similarity variance from residual one observation to other observations remain called Homoscedasticity. one method detect heteroscedasticity is with see scatterplot graph of residuals. If deep regression scatterplots of residuals do not form pattern certain (wavy, widened, then narrows, linear polz or quadratic), then in regression assumption heteroscedasticity No happened.

a. Multiple linear regression

Data analysis model can used For know magnitude influence environment work, career path to satisfaction Work employee. The equation model as following :

$$Y' = a + b_1X_1 + b_2X_2$$

Description :

Y = Satisfaction Work

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- α = Constant
- β = Coefficient Regression Double
- X_1 = Environment Work
- X_2 = Level Career
- e = standard error

b. Hypothesis test

(Ghozali, 2013) accuracy function regression sample in estimate mark actual can be measured from *goodness of fit*. based on statistics k , at least can be measured from mark coefficient determination, if F statistics and grades statistics Q. Calculations statistics stated significant when the statistical test is at in area critical that is where H_0 is rejected, and vice versa stated No significant when statistical test value is at in area where H_0 is accepted ..

Simultaneous Test (Test F)

Simultaneous test aim for know influence from variable independent (X) against dependent (Y) in a manner simultaneously or together. 1) F count > F table F count can obtained through manual test (count alone) or through results data processing such as SPSS (in the ANOVA table with name F). 2) significant Fcount < degrees trust research (0.05 in general). Significance value can obtained manually or through results SPSS management (in the ANOVA table with Name sign)

Test By Partial (T test)

Partial test (t test)

Test for test in a manner Partial is variable free (safety training, workplace attitudes) against mark variable bound security in place work (Y). For know accepted or nope the proposed hypothesis t test was carried out.

1. count value > t- table T count can obtained through manual test (calculate alone) or through results data acquisition such as SPSS (in the coefficient table with name t), while t table obtained only with see value in table t.
2. Significant Value must be < degrees trust (general degrees research 0.05).

Coefficient Test R2 determination

Test it used For measure proximity connection of the models used. Coefficient determination (adjusted R2) ie the numbers show magnitude ability variance or deployment from variables free to explain variable bound or the numbers show how much big variable bound influenced by variables its free. The magnitude coefficient determination is between 0 to 1 (0 < adjusted R2 < 1), where mark coefficient close to 1, then the model said Good Because the more near connection variable free with variable bound.

4. RESULTS AND DISCUSSION

Questionnaire test

Validity Test

According to (Imam Gozali, 2013) validity test used For measure legitimate or valid or not something questionnaire.

Validity test can done with compare r count value with r table. Calculated r value taken from the output of SPSS (*Statistical Product and Service Solution*) testing validity using the SPSS program with method pearson correlation, that is correct each item with total score of questionnaire items. Basis of taking validity test decision as following:

- If r count > r table so grain question declared valid.
- If r count < r table so grain question stated invalid.

For mark r table taken with use formula *degrees of freedom* (df) = $n - 2$ ie $df = 80 - 2 = 78$, so r table of 0.2199 questionnaires can is said to be valid if validity test results questionnaire own mark r count more big compared to with mark r table. For complete results from the validity test contained in the table following. on the table following.

Table 3 Validity Results *Safety Training* (X1)

Indicator	r Count	r Table	Information
Question 1	0.512	0.2199	Valid

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Question 2	0.398	0.2199	Valid
Question 3	0.569	0.2199	Valid
Question 4	0.562	0.2199	Valid
Question 5	0.754	0.2199	Valid
Question 6	0.830	0.2199	Valid
Question 7	0.746	0.2199	Valid
Question 8	0.792	0.2199	Valid
Question 9	0.452	0.2199	Valid
Question 10	0.635	0.2199	Valid

From the table on can see that mark r count from all the variables tested worth there are 10 valid items or worth more big from r table that has value 0.2199. So that can concluded that 10 items statement from every variable study This declared valid.

Table 4 Validity Results *Workplace Attitudes (X2)*

Indicator	r Count	r Table	Information
Question 1	0.601	0.2199	Valid
Question 2	0.674	0.2199	Valid
Question 3	0.740	0.2199	Valid
Question 4	0.720	0.2199	Valid
Question 5	0.701	0.2199	Valid
Question 6	0.712	0.2199	Valid
Question 7	0.745	0.2199	Valid
Question 8	0.557	0.2199	Valid
Question 9	0.352	0.2199	Valid
Question 10	0.560	0.2199	Valid

From the table on can see that mark r count from all the variables tested worth there are 10 valid items or worth more big from r table that has value 0.2199. So that can concluded that 10 items statement from every variable study This declared valid.

Table 5 Validity Results Security In place Work (Y)

Indicator	r Count	r Table	Keterangan
Question 1	0.587	0.2199	Valid
Question 2	0.681	0.2199	Valid
Question 3	0.638	0.2199	Valid
Question 4	0.616	0.2199	Valid
Question 5	0.571	0.2199	Valid
Question 6	0.763	0.2199	Valid
Question 7	0.671	0.2199	Valid
Question 8	0.694	0.2199	Valid
Question 9	0.415	0.2199	Valid
Question 10	0.518	0.2199	Valid

From the table on can see that mark r count from all the variables tested worth there are 10 valid items or worth more big from r table that has value 0.2199. So that can concluded that 10 items statement from every variable study This declared valid.

Hypothesis Test Results

Coefficient Test Determination (R^2)

The results of the determination test (R^2) can be seen from mark coefficient determination in the following table :

Table 6 Coefficient Test Results R2 determination

Summary Model ^b						
Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson	
1	.800 ^a	.640	.631	2,829	1999	

a. Predictors: (Constant), TotalWa , TotalSt

b. Dependent Variable: TotalKDK

From the results of these data can be seen that mark coefficient determination or Adjusted R square of 0.631 or 63.1%. this shows that the variables studied (*safety training* and *workplace attitudes*) provide influence to security in place Work of 63.1%, while 36.9% were influenced by other variables that are not researched

Test By Partial (T test)

To know the connection between variable free *Safety Training* and *Workplace Attitudes* with variable bound that is Security In place Work so a t test was carried out. Testing in a manner Partial can be seen from the t test, if mark probability < 0.05, H₀ is rejected which means there is significant influence. Partial test results can be seen in the table following this :

Table 7 T test results

Model	Coefficients ^a						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	tolerance	VIF
	B	std. Error	Betas					
(Constant)	5,505	2,966			1856	.067		
TotalSt	.353	.117	.334		3030	.003	.385	2,596
TotalWa	.507	.109	.511		4,641	.000	.565	4.156

a. Dependent Variable: TotalKDK

a. Hypothesis Test Results Variable *Safety Training* To Security In place Work

To prove that *safety training* has an impact on security in place work, through the hypothesis being tested is as follows:

H₀ = Partially *safety training* no effect on security in place Work

H_a = Partially *safety training* effect on security in place Work

From the results testing with hypothesis in a manner partial T test significance shown in the table above that variable *safety training* obtained T- count value of 3.030. Whereas statistical table (T table) of 1.991. So that can be concluded that variable free *safety training* in a manner Partial has a positive and relatively significant influence on security in place work.

b. Hypothesis Test Results Variable *Workplace Attitudes* To Security In place Work

To prove that workplace attitudes have an influence on security in place work, through the hypothesis being tested is as follows:

H₀ = Partially *workplace attitudes* no effect on security in place Work

H_a = Partially, *workplace attitudes* have an effect on security in place Work

From the results testing with hypothesis in a manner partial T test significance shown in the table above that variable *workplace attitudes* obtained T- count value of 4.641. Whereas statistical table (T table) of 1.991. So that can be concluded that variable free *workplace attitudes* in a manner Partial has a positive and relatively significant influence on security in place work.

Test By Simultaneous (Test F)

Proving the hypothesis is done by using the F test to test whether all the independent variables, namely *Safety Training* (X₁) and *Workplace Attitudes* (X₂) have a joint effect on the dependent variable, namely Security In place Work (Y).

Table 8 F Test Results

ANOVA ^a						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	1095,785	2	547,892	68,475	.000 ^b
	residual	616,103	77	8,001		
	Total	1711,887	79			

a. Dependent Variable: Total

b. Predictors: (Constant), TotalWa , TotalSt

Based on simultaneous test results For variable *safety training* and *workplace attitudes* obtained Fcount = 68,475 and Ftable 3.12, Fcount 68,475 > Ftable 3.12 then Ho is rejected and Ha is accepted . this showing that in a manner together *safety training* and *workplace attitudes* influential directly against security in place work .

Discussion

Study This done For obtain more understanding complete about influence *safety training* and *workplace attitudes* to security in place work . Following This will be delivered discussion results study with refers to objective research :

1. Safety Training Variable (X1) Against Security In place Work (Y)

Safetytraining is business For avoid employee from accident resulting work death , as well To use avoid from all thing that isn't company wants . And one business For create protection and security from risk accidents and hazards Good physique nor emotional for power work .

From the results testing with hypothesis in a manner partial T test significance shown in the table above that variable *safetytraining* obtained T- count value of 3,030. Whereas statistical table (T table) of 1.991. So that can pulled conclusion that variable free *safetytraining* in a manner Partial own positive and relatively significant influence to security in place work .

Research results This support results research by Hakam Ananta Kartika, Djamhur Hamid, Ika Rohana (2015). There is safety training significant effect on Security In place work . this means that the more tall the quality of Safety Training then the more tall Security In place Work for online motorcycle taxi drivers . kindly all of the respondents state that the importance of the training process safety (safety training), protection self , socialization program prevention accident from company to online taxi drivers .

With thereby based on results the author 's research do Where t value count more big compared to with t table matter This means that Ha is accepted and Ho is rejected so that the proposed hypothesis that Safety Training has influence significant to Security In place work .

2. Variable Workplace Attitudes (X2) Against Security In place Work (Y)

Workplace attitudes is something must action taken workers and all something to be done worker such , which is the result comparable with effort made , attitude work also means as trend thoughts and feelings satisfied or No to his job . As well as attitude Work containing about evaluation positive or negative, the experience held by employees .

From the results testing with hypothesis in a manner partial T test significance shown in the table above that variable *workplace attitudes* obtained T- count value of 4.641. Whereas statistical table (T table) of 1.991. So that can pulled conclusion that variable free *workplace attitudes* in a manner Partial own positive and relatively significant influence to security in place work.

Research results This support results research by Hakam Ananta Kartika, Djamhur Hamid, Ika Rohana (2015). There is significant influence *Workplace Attitudes* to Security In place work . this means that the more tall the quality of Workplace Attitudes is getting better tall Security In place Work for online motorcycle taxi drivers . kindly all of the respondents state that importance condition work , process control from boss , then cooperation between Friend work , opportunity For proceed in career and security for online taxi drivers .

With thereby based on results the author 's research do Where count T value more big compared to with T table matter This means that Ha is accepted and H0 is rejected so that the proposed hypothesis that Workplace Attitudes has significant influence to Security In place work .

3. Training Variables (X1) and Workplace Attitudes (X2) Simultaneously Against Security In place Work (Y) PT. Apication The Work of the Nation's Children (Go-Jek)

Security in place Work is business For guard and protect worker as well as assets and facilities company , use support creation atmosphere safe work Good in the company nor outside company . As well as can increase performance very useful employees For Keep going career in period time long , so employee get chance promotion more positions Good from before .

Based on results deep data analysis study This obtained conclusion that *Safety Training* and *Workplace Attitudes* in a manner together (simultaneous) effect to Security In place work . it can seen in the results of the F test (simultaneous) with using SPSS version 22 where F count value 6 8. 475 > F table 3.12 with mark significance more small of 0.05 ie of 0.000. Because it has significance more small of α (0.05) ie of 0.000 indicates that Security In place Work can described by *Safety Training* and *Workplace Attitudes* . So can concluded that variable *safety training* and *workplace attitudes* in study This in a manner together (simultaneous) effect to variable Security In place work .

4. CONCLUSION

Safety Training influential positive to Security In place Work online motorcycle taxi driver PT. Aplikasi Karya Anak Bangsa (Go-Jek). Based on results study show that safety training (X 1) effect in a manner significant to security in place Where does (Y) work? with t count > t table (3.030 > 1.991), meaning good safety training noisy online motorcycle taxi drivers positive to security in place work . Workplace Attitudes influential positive to Security In place online motorcycle taxi driver PT. Aplikasi Karya Anak Bangsa (Go- jek). Based on results study show that the workplace (X 2) has an effect on attitudes in a manner significant to security in place Where does (Y) work? with t count > t table (4.641 > 1.991) Meaning attitude in place good work influential online motorcycle taxi drivers positive to security in place work . Safety Training and Workplace Attitudes in a manner simultaneous influential positive to Security In place work . It means For increase security in place Work need increase good and bad safety training forget good workplace attitudes too.

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