

EMPLOYEE PERFORMANCE AND HUMAN RESOURCE PROTECTION

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ABSTRACT

The goal of this study is to look into human resource protection (HR protection) and working conditions at Pt Telkom Indonesia Bandung Branch. This study employed a quantitative approach analysis, including regression method analysis, correlation coefficient analysis, coefficient of determination analysis, and hypothesis testing, on a sample of 60 respondents. This study found that protecting human resources and working conditions has a significant positive effect on employee performance.

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1. INTRODUCTION

The Covid-19 pandemic has now ended. This is available on the news page at (Www.okezone.com, 2021) The front page of the news on Friday, September 17, 2021, was headlined, "Covid-19 cases continue to decline, and Indonesia is expected to be free of the pandemic by 2022." With fewer positive cases and more recovery cases all over the world, particularly in Indonesia, this will be a new bright spot for businesses or organizations looking to develop or improve employee performance. In a competitive environment, a company's or organization's management must also improve employee safety and health in the aftermath of the Covid-19 pandemic. The higher the level of technological development, the more issues or problems, such as occupational safety and health, arise.

Despite the fact that the company has provided a number of solutions for dealing with such phenomena, improving the performance of employees/employees of companies or organizations pays attention to this by protecting human resources, including health. Employees must be protected in this situation to reduce accidents, as mandated by legislative changes. Human resources will have a direct impact on employee working conditions because most organizations or companies have employees working outside the company or on field assignments and some working within the company or in the office different. Working conditions are important for employees because they have a direct impact on employee performance results, so it is hoped that companies or organizations can provide comfortable working conditions for employees, such as work safety, so that companies or organizations can implement HR (human resources) protection. Employees or employees' health Working conditions are the conditions in the workplace in this case. Because good working conditions influence situation and performance,

PT. Telekomunikasi Indonesia is an internet network provider whose mission is to become Indonesia's leading internet network provider by providing a variety of programs that benefit Telkom's service users, so that this becomes a separate source of satisfaction for customers in the future (Indonesia, 2020). According to the findings of interviews conducted by researchers with some employees at Plaza Telkom Indonesia, the majority of the employees there were unaware of employee health insurance and wore personal protective equipment when doing a job, for example, field employees rarely use helmets when doing a job, which can have a negative impact on field employees in terms of anticipating the risk of head collisions or falling foreign objects that are dangerous.

2. LITERATURE REVIEW

Protection Human Resources

HR protection (human resources) is the safeguarding of an organization's or company's existing resources in order to ensure employee safety and performance. Human resources are safeguarded in a

variety of ways, including informing employees about the importance of workplace safety and using personal protective equipment to reduce the risk of an accident. Protecting human resources provides a sense of security for both their own safety and the health of their employees (Yani, 2019); in this case, managers must be able to pay attention to physical health when carrying out activities in the field. Human resource protection, on the other hand, includes not only a sense of security, health, and maximizing performance, but also the compensation received later if something happens or something else happens.

Work Condition

Working conditions are the actual situation in an organization or company; good working conditions will create comfort for employees who are in such situations or conditions; comfortable working conditions will result in increased performance or productivity for employees; the desired comfort by employees as a whole is different, so managers must be able to address this and meet overall needs including safety, security, and high m Working conditions in this case can be divided into two categories: physical work conditions that affect performance results in the form of personal protective equipment such as helmets or equipment used while doing work, and non-physical work conditions that must be performed by the employee (Soekidjo, 2018). Employee or worker protection is required by the government through laws and workers. (Edwin, 2015)

According to the above understanding, companies or organizations must consider working conditions because employees have unequal working conditions, and the company must later be able to provide or improve working conditions outside or within the company. Workplaces that are enjoyable to work in will increase productivity, performance, and morale in the organization.

Performance Employee

Employee performance is the result of an employee's work in terms of quality and quantity in carrying out his duties in accordance with the responsibilities delegated to him (Tsauri.MM, 2014). Furthermore, performance is a real work result that is obtained in a specific time frame determined with success that varies between employees; performance is also something that employees must fulfill by applying morals, ethics, and visionary thinking (Afandi, 2018). Define performance as a comparison of actual work results to predetermined work standards (Dessler, 2015)

According to the definition of performance given above, performance is a result given by employees with different time and results for each employee, with different results based on authority and responsibility based on morals, good ethics, and having visionary thinking to achieve the desired performance company or organization. According to performance researchers, one of the factors influencing optimal performance is the companies or organization's facilities and infrastructure.

3. METHOD

This is a qualitative study, with the research taking place at Plasa Teklom Indonesia in Bandung and the population used in this study being 65 employees. This study uses non-probability sampling techniques to obtain samples from saturated samples and collects data through direct observation and questionnaires.

According to (Sugiyono, 2016), data analysis is the process of grouping data sorting into existing provisions to obtain results based on the data that has been obtained. The data used in this study to test the validity and reliability,

4. RESULT AND DISCUSSION

4.1. Variable Human resource protection

Dari has According to the discussion results, the average value is 2.80, which means good, where respondents give answers to the variable (HR Protection) with a score of 3.20, which is considered good enough, with the statement "Willing to take work risks to get better work" in this case, respondents choose work risk because they want good performance results. The company is more concerned with health and safety. "I try to complete tasks while maintaining my health and safety." that has been given "The score obtained in this statement is classified as low, with a value of 2.73. As a result, the safety and health of employees while performing company activities is properly and carefully considered.

4.2. Variable Working Environment

According to the descriptive analysis table, the average value of working conditions is 3.32, with a fairly good conclusion, in the work environment variable, the respondent has the statement "use PPE when

doing work at work" this statement gets the highest score with 3.73, besides the provision of life insurance by a company or organization has a statement "life insurance has been obtained by all employees.

4.3. Employee Performance Variables

In the descriptive analysis table, the average value obtained is 3.09, indicating that the statement is acceptable. The employee performance variable has a value of 3.70, which is classified as high, with the statement "happy to work with the company's provision of insurance and completeness of PPE." This insurance will be able to improve employee performance by setting goals and targets.

4.4. Variable Human Resource Protection

Table 1. Testing the Validity of the Statement Instrument

| No | X1 | X2 | Y | r Tab | Desc |
|----|--------|-------|-------|-------|------|
| 1 | 0,621 | 0,792 | 0,621 | 0,200 | V |
| 2 | 0,574 | 0,761 | 0,574 | 0,200 | V |
| 3 | 0,6451 | 0,735 | 0,581 | 0,200 | V |
| 4 | 0,634 | 0,563 | 0,574 | 0,200 | V |
| 5 | 0,641 | 0,553 | 0,605 | 0,200 | V |
| 6 | 0,652 | 0,672 | 0,621 | 0,200 | V |
| 7 | 0,620 | 0,535 | 0,701 | 0,200 | V |
| 8 | 0,710 | 0,526 | 0,541 | 0,200 | V |
| 9 | 0,454 | 0,765 | 0,555 | 0,200 | V |
| 10 | 0,613 | 0,793 | 0,465 | 0,300 | V |

The questionnaire variables X and Y receive a calculated r value of 0.300 in the table above, and the questionnaire is said to be acceptable or valid in the questionnaire results and worthy of further research.

Table 2: Dependent and Independent Variable Reliability Test

| No | Variable, | Alpha Cronbac, ch | Syarat. | Description |
|----|----------------------------|-------------------|---------|-------------|
| 1 | Protection Human Resources | 0,782 | 0,50 | Reliable |
| 2 | Work Condition | 0,754 | 0,50 | Reliable |
| 3 | Performance Employee | 0,768 | 0,50 | Reliable |

Table 2 shows that the test results show that the variables (x) and (y) are said to be reliable with Cronbacch Alpha values greater than 0.50.

4.5. Multiple Linear Regression Analysis

Table 3 Result Multiple Linear Regression Analysis

| Modls | Unstandardized | | Standardized | T | Sig. |
|--------------------|----------------|------------|--------------|-------|-------|
| | Coefficients | | Coefficients | | |
| | B | Std. Error | Beta | | |
| 1 (Constant) | 7.261 | 2.221 | | 3.223 | 0.002 |
| Protection Human R | 0.442 | 0.16 | 0.568 | 3.443 | 0.001 |
| Work Condition | 0.161 | 0.164 | 0.276 | 2.675 | 0.009 |

Linear regression is represented in the table above by the equation $Y = 7.261 + 0.442 X1 + 0.161 X2$. It has a meaning between

- 1) Constant magnitude 7,261 such that, in the absence of the variables Human resource protection (x1) and working conditions (x2), employee performance (y) has a value of 7,261 and the variables

- Human resource protection (x1) and working conditions (x2) have values 0 such that employee performance has an equivalent value of 7.261. This means that even if there is human resource protection and existing working conditions, employees will do their jobs.
- 2) The variable human resource protection has a 0.442 positive effect on employee performance (y). This means that if the HR variable rises, it will be assumed that working conditions are favorable, and employee performance (y) will rise by 0.442.
 - 3) With a coefficient of 0.161, the working condition variable (x2) has a positive effect on employee performance (y) in this case. Employee performance (y) will rise by 0.161 if the variable working conditions rises automatically while the variable human resource protection remains constant.

Table 4. Correlation Coefficient Analysis Results
(Models Summary^b)

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .816 ^a | .672 | .662 | 4.142 |

Source: 2022

a. Predictor (Constant), Human Resource Protection, Work Performance

b. Dependen Variable: Performance Employee

4.6. Analysis of the Coefficient of Determination

The R-square obtained in table 4 above is 0.681, implying that variable (x) influences variable (y) by 68.1%, while the

4.7. Hypotesis Test

Based on the effect of each variable, it is possible to conclude that all variables result in a positive and significant direction with a significance value of 0.05, yielding a T table of 1.998. It is found in table 4 d:

- 1) The partial test (t test) results show t count > t table (3.443 > 1.998) and sig 0.05 (0.001 0.05), indicating that Ho is rejected and Ha is accepted, namely "Employee performance is affected by human resource protection."
- 2) The partial test (t test) results between working conditions and employee performance show t count > t table (2.675 > 1.998) and sig 0.05 (0.009 0.05), indicating that the working conditions outperform the employee performance.

4.8. Hipotesis Test F

Table 5. Result F Test
ANOVA^a

| Model | Squares | df | Sum of Squares | Mean Square | F | Sig. |
|-------|------------|----------|----------------|-------------|-------|-------------------|
| 1 | Regression | 2061.171 | 3 | 1085.141 | 65.00 | .000 ^b |
| | Residual | 1061.960 | 63 | 16.528 | | |
| | Total | 3122.131 | 66 | | | |

Source: Primer Data, 2022

Based on the F test results, we can conclude that human resource protection and working conditions have a simultaneous effect on performance

5. CONCLUSION

HR protection has a positive and significant influence on employee performance, according to data management results, especially in variable working conditions. Working conditions, according to the study's findings, have an impact on employee performance. According to data from data processing results, human resource protection has a positive and significant effect on employee performance.

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