

# **The Effect of Workload, Discipline and Work Safety on the Performance of Employees of the Padang City Civil Police Unit (SATPOL PP)**

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## **ABSTRACT**

In today's era of uncertainty, various challenges arise in efforts to manage human resources in the government sector, where human resource management (HRM) holds an important battle in the success and efficiency of the implementation of public services in the government environment. The purpose of this study is to determine the influence of Workload, Discipline and Work Safety on the Performance of Employees of the Padang City Civil Police Unit (SATPOL PP). Satpol PP in the Padang City area, West Sumatra. The type of research used in this study is associative research with a quantitative approach. The population in this study is all Contract Employees (No PNS) in the Padang City Civil Service Police Unit (SATPOL PP). The sample in this study amounted to 80 respondents. The technique of collecting research data through questionnaires uses a Likert scale. The data analysis technique in this study is multiple linear regression.

Based on partial statistical analysis of the Workload variable with a  $t_{count}$  value of 3.283 >  $t_{table}$  1,665 with a value (Significant = 0.008 < 0.05) This means that the workload has a positive and significant effect on the performance of the Employees of the Padang City Civil Police Unit. Work Discipline Variable (X2) with a  $t_{count}$  value of 2.084 >  $t_{table}$  1,665 with a value (Significant = 0.041 < 0.05) This means that Work Discipline has a positive and significant effect on the Performance of Employees of the Padang City Civil Police Unit. Occupational Safety Variable (X3) with a calculated value of 2.183 >  $t_{table}$  1.665 with a value (Significant = 0.048 < 0.05) This means that occupational safety has a positive and significant effect on the performance of employees of the Padang City Civil Service Police Unit.

The result of F that the value of  $F_{cal}$  >  $F_{table}$  with a value of 1.463 > 3.1 respectively with a significant value of (0.031) < 0.05 which means that Workload, Discipline and Occupational Safety simultaneously or together have a significant positive effect on the Performance of Employees of the Padang City Civil Police Unit (SATPOL PP).

**Keywords** : Workload, Work Discipline, Occupational Safety, and Employee Performance

## **1. INTRODUCTION**

In today's era of uncertainty, various challenges arise in efforts to manage human resources in the government sector, where human resource management (HRM) holds an important battle in the success and efficiency of the implementation of public services in the government environment. In Indonesia, bureaucratic reform has become the main focus of the government in an effort to increase the effectiveness, transparency, and accountability of government institutions. Human Resource Management (HRM) is a vital element in any organization, which has a significant impact on the achievement of public service objectives. Nowadays, the demand for government agencies to provide efficient, effective, and quality services is increasing. This also applies to the Pamong Praja Police Unit (Satpol PP) which is an integral part of the local government, which is responsible for maintaining order, security, and peace of the community at the local level. The Padang City Pamong Praja Police Unit (Satpol PP), as one of the Satpol PP entities in Indonesia, has a central role in maintaining order and law enforcement in the region.

Therefore, the effectiveness and performance of Satpol PP has a direct impact on the quality of life of the community and the stability of local government. Performance is the real behavior that a person does or shows when they do their work which will then produce something that can provide benefits to a company and organization (Putra and Amerta 2021:10). In the world of work, there must be risks that we will feel, so that this causes work dependents who we often call workload. Workload often occurs in every job, be it government or private work.

Workload according to Mahwati, et al. (2021:4) workload is the volume of work charged to the workforce, both physical and mental, and is its responsibility. Every job is a burden for the perpetrator and each workforce has its own ability to handle its workload, the workload can be in the form of physical, mental or social workload. Not only does workload affect employee performance, but discipline is often underestimated by employees. According to Nusyam (2019:22) said that discipline is a craft, commitment and the presence of employees in carrying out their main duties, so that the existence of discipline is the main element in the implementation of the work charged. In the world of work, workload is inseparable, discipline and also work safety. Employee work safety is the responsibility of the agency where the employee is working because if the employee's work safety is well guaranteed, then the employee's performance will also be good.

According to Gunawan and Waluyo in Adi (2021) occupational safety (*safety*) is a human effort to prevent incidents or that are detrimental to the company, both the workforce, the community and the work environment, so the importance of occupational safety in a company is to protect employees against accidents and minimize the level of accident risk in a company, in addition to providing comfort so that employees can work optimally and work effectively and efficiently to achieve the targets of a Company.

## **1.1 Purpose**

1. To find out the effect of Workload on the performance of employees of the Padang City Pamong Praja Police Unit.
2. To find out the influence of Work Discipline on the performance of employees of the Padang City Pamong Praja Police Unit.
3. To find out the effect of Occupational Safety on the performance of employees of the Padang City Civil Police Unit.
4. To find out the effect of Workload, Discipline and Occupational Safety simultaneously on the performance of employees of the Padang City Civil Police Unit.

## **2. LITERATURE REVIEW**

According to Prawirosentono in (Ahmad and Rusdi 2020:1) said that *performance* is the result of work that can be achieved by a person or a group of people in an organization, in accordance with their respective authorities and responsibilities, in an effort to achieve the goals of the organization concerned legally, not in violation of the law and in accordance with morals and ethics. In the world of work, there are many factors that can affect the performance of employees in carrying out their responsibilities. Factors that affect employee performance come from the company's internal and external as well as from the employees themselves as well as from the environment around the company.

According to Kasmir (2019:189), the factors that affect performance are as follows:  
Ability and expertise, Knowledge, Work design, Personality, Work motivation, Leadership style, Leadership style, Organizational culture, Job satisfaction, Work environment, Loyalty, Commitment, Work discipline. According to Maghfira et al., (2023) factors that affect employee performance are: Occupational safety and health, Workload, Work stress.

### **2.1 Workload**

According to Komarudin in (Suriandi and Jasiyah et al., 2020:33) defines workload as the process of determining the number of working hours of people used or needed from completing work in a certain time with the

aim of determining the number of employees, and some number of responsibilities as the amount of workload that is assigned to each employee on the spot. Meanwhile, according to Kasmir in Budiassa (2021:30) states that workload is the comparison between the total standard time to complete tasks and work to the total standard time.

## 2.2 Work Discipline

According to Sastrodiwiryo in Khaeruman (2021:23), work discipline is an attitude of respect, appreciation, obedience, and obedience to applicable regulations, both written and unwritten, and the ability to carry them out and receive sanctions if they violate the duties and authority given to them. According to Nusyam (2019:22) said that discipline is a craft, commitment and the presence of employees in carrying out their main duties, so that the existence of discipline is the main element in the implementation of the work charged.

## 2.3 Occupational Safety

According to Fajar and Elvi (2020:2), safety is to avoid or prevent work accidents that will result in defects in body parts and death when negligent at work. According to Aprilliani et al., (2022:5) said that occupational safety is the main means of preventing accidents, disabilities and deaths as a result of work accidents. Good occupational safety is the gateway to workforce security.

## 3. METHOD

The type of research used in this study is *associative* research. Data processing and hypothesis testing were carried out using SPSS. The population taken in this study is all contract employees in the Padang City Civil Service Police unit. The number of samples was 80 respondents using the slovin formula.

## 4. RESULT

The sample in this study is 80 people who are respondents in this study. The sample in this study is Contract Employees at the Padang City Civil Service Police Unit (SATPOL PP). In this study, respondents were divided into several characteristics. From these respondents, an overview of the characteristics of the respondents can be made as follows:

**Table 1**  
**Respondent Characteristics by Gender**

<b>It</b>	<b>Gender</b>	<b>Sum</b>	<b>Percentage</b>
1.	Male	74	92,5%
2.	Woman	6	7,5%
3.	<b>Total</b>	<b>80 people</b>	<b>100%</b>

It can be seen that the most respondents are male with a percentage of 92.5% or 74 respondents, the least are female with a percentage of 7.5% or 6 respondents.

#### 4.1 Validity Test

The validity test is useful for finding out how well an instrument measures the concept that should be measured and knowing if the questions in the instrument are valid. The model to test validity is the correlation of moment products using the help of the SPSS program, where if the  $r$  calculation is negative or small  $r$  table (for  $n=30$   $r$  table=0.361) then the instrument is invalid and vice versa if the value is positive  $> r$  table, then the instrument is valid.

**Table 2 Validity Test**

NO	Item Statement	r calculate	r table n=30	Information
1.	P1 (Y)	0,475	0,361	Valid
2.	P2 (Y)	0,357	0,361	Invalid
3.	P3 (Y)	0,375	0,361	Valid
4.	P4 (Y)	0,427	0,361	Valid
5.	P5 (Y)	0,532	0,361	Valid
6.	P6 (Y)	0,389	0,361	Valid
NO	Item Statement	r calculate	r table n=30	Information
1.	P1 (X1)	0,491	0,361	Valid
2.	P2 (X1)	0,617	0,361	Valid
3.	P3 (X1)	0,564	0,361	Valid
4.	P4 (X1)	0,486	0,361	Valid
5.	P5 (X1)	0,538	0,361	Valid
6.	P6 (X1)	0,604	0,361	Valid
7.	P7 (X1)	0,485	0,361	Valid
8.	P8 (X1)	0,502	0,361	Valid

NO	Item Statement	r calculat e	r table n=30	Information
1.	P1 (X2)	0,526	0,361	Valid
2.	P2 (X2)	0,568	0,361	Valid
3.	P3 (X2)	0,500	0,361	Valid
4.	P4 (X2)	0,441	0,361	Valid
5.	P5 (X2)	0,476	0,361	Valid
6.	P6 (X2)	0,541	0,361	Valid
7.	P7 (X2)	0,445	0,361	Valid
8.	P8 (x2)	0,494	0,361	Valid

NO	Item Statement	r calculat e	r table n=30	Information
1.	P1 (X3)	0,601	0,361	Valid
2.	P2 (X3)	0,565	0,361	Valid
3.	P3 (X3)	0,585	0,361	Valid
4.	P4 (X3)	0,607	0,361	Valid
5.	P5 (X3)	0,557	0,361	Valid
6.	P6 (x3)	0,464	0,361	Valid
7.	P7 (X3)	0,557	0,361	Valid
8.	P8 (X3)	0,489	0,361	Valid
9.	P9 (X3)	0,592	0,361	Valid
10.	P10 (X3)	0,492	0,361	Valid

From table 2 above, it can be seen that all items are marked positively and the r-value > r-table, then it can be concluded that all items are valid and there is one statement item that is declared invalid in item P2 variable Y with values  $357 < 361$ . It is evidenced by the magnitude of the r-value compared to the R-table, thus the statement in this study is worthy of use and acceptance.

## 4.2 Reliability Test

The reliability test aims to assess the extent to which the respondents' answers can give relatively different (consistent) results when repeated measurements on the same subject. Reliability (reliable) instrument means an instrument that when used several times to measure the same object, the instrument that has been validated is then tested for reliability using the *Cronbach alpha formula* with the help of SPSS version 22, if the alpha  $r$  is positive and greater than the table  $r$  (0.6) means that the entire instrument item is reliable.

**Table 3 Reliability Test**

It	Variable	Cronbach Alpha	Information
1.	Employee Performance (Y)	0,673	Reliable
2.	Workload (x1)	0,808	Reliable
3.	Work Discipline (X2)	0,787	Reliable
4.	Occupational Safety (x3)	0,842	Reliable

Based on table 3 above, it can be concluded that all statement items are reliable. All reliable variables are due to the *Cornbachs Alpha* result being greater than 0.6 (for  $n=30$   $r$  table=0.6).

## 4.3 Multicollinearity Test

One of the requirements to conduct an analysis using multiple linear regression is to first conduct a multicollinearity test, namely the test of the relationship between independent variables. Multicollinearity testing is carried out to find out whether independent variables have a relationship with each other.

**Table 4 : Multicollinearity Test**

Variable	Tolerance	VIF	Information
Workload (x1)	0,873	1,145	Free of multicollinearity
Work Discipline (X2)	0,980	1,021	Free of multicollinearity
Occupational Safety (x3)	0,861	1.161	Free of multicollinearity

Based on table 4 above, it can be seen that the tolerance value of the workload variables, work discipline and work safety is greater than 0.1 and the VIF (*Variance Inflation Factor*) value for all independent variables is less than 10.00 (ten). This shows that there is no meaningful relationship between the independent variables. Therefore, it can be concluded that the data from this study does not experience cases of multicollinearity so that data processing with multiple linear regression can be carried out because there are no cases of multicollinearity between fellow independent variables.

## 4.4 Autocorrelation Test

The autocorrelation test aims to test whether in a linear regression model there is a correlation between the perturbation error in the  $t$ -period and the error in the  $t-1$  period (previously). If there is a correlation, it is called an autocorrelation problem. A good regression model is a regression that is free of autocorrelation. The autocorrelation test is carried out using the Durbin-Watson test (D-W), with the level located between (-2) to (+2) then there is no autocorrelation.

**Table 5 Autocorrelation Test Results**

Type	Durbin-Watson	Information
1	1.198	No autocorrelation occurs

Based on table 5 above, it can be concluded that the value of Durbin Waston in this study is 1.198 If Durbin Waston's value is between -2 and +2, then there is no case of autocorrelation.

## 4.5 Hypothesis Testing

**Table 6 R2 Test Results**

Type	R-Square
1	0,455

Based on the table above, it can be seen that the *R Square* value of 0.455 can be explained that the proportion of the influence of Workload, Work Discipline, and Occupational Safety on the Performance of Employees of the Padang City Civil Police Unit is 45.5% while the remaining 54.5% is influenced by other factors outside the variables used in this study.

- a. Predictors: Workload, Discipline, and Occupational Safety
- b. Dependent Variable: Employee performance

## 4.6 Partial Test (t)

This test is used to see the influence of each independent or independent variable on the bound or dependent variable.

**Table 7  
Test Result T (partial)**

Type	B	T	Sig.
Constant	19,194	7,100	0,000
Workload (x1)	-0,015	3,283	0,008
Work Discipline (X2)	0,108	2,084	0,041
Occupational Safety (x3)	0,007	2,183	0,048

Table 7 above shows the results of the t-test of the workload variable (X1) with a tcal value of 3.283 and a value (Significant = 0.008 < 0.05), the Work Discipline Variable (X2) with a tcal value of 2.084 and a value (Significant = 0.041 < 0.05), the Occupational Safety Variable (X3) with a tcal value of 2.183 and a value (Significant = 0.048 < 0.05), then it can be concluded that workload has a positive and significant effect on the performance of the Padang City Civil Police Unit. then it can be concluded that the Award has a positive and significant effect on the performance of employees of the Padang City Pamong Praja Police Unit. Therefore, it can be concluded that work safety has a positive and significant effect on the performance of employees of the Padang City Praja police unit.

### **A. Simultaneous Test (Test F)**

The f test was carried out to determine the influence of independent variables on the dependent variables together, namely by using Fcal. The analysis of the F test was carried out by comparing Fcal and Ftable.

**Table 8 Simultaneous Test Results (Test F)**

Type	F	Sig.
1	1.463	0.031 b

a. Predictors: Workload, Discipline, and Occupational Safety

b. Dependent Variable: Employee performance

From the results of the calculation above, it can be seen that the value of fcal is 1.463 > from ftable 3.1 and the significance of f = 0.031 < 0.05, meaning that H4 is accepted and H0 is rejected. It can be said that workload, work discipline, and work safety simultaneously have a positive and significant effect on the performance of employees of the Padang City PamongPraja Police Unit.

## **5. DISCUSSION**

### **The Effect of Workload on the Performance of Employees of the Padang City Civil Service Police Unit**

Based on the Partial Test of Workload (X1) with a calculated t value of 3.283 and a value of (Significant = 0.008 < 0.05) with (df= n-k, then n = number of respondents, k = number of research variables) df= 80-4=76, then a table of t of 1.665 was obtained. This means that H1 is accepted and H0 is rejected, so it can be concluded that the workload has a positive and significant effect on the performance of the Employees of the Padang City Pamong Praja Police Unit. This means that the lower the workload, the more employee performance will also increase (positive influence) This result is in line with previous research conducted by Nando et al. al., (2017) with the results of the partial test, it can be seen that the calculated t value is obtained at 9.080 with a significance level of 0.000. Because the tcount > t table (9,080 > 2,052) and the significance level < 0.05 (0.000 < 0.05), the decision taken is H0 rejected and H1 accepted or there is an influence between the workload on employee performance. So, researchers can conclude that workload has a positive and significant effect on employee performance in employees of the Padang City Pamong Praja Police Unit.

### **The Effect of Work Discipline on the Performance of Employees of the Padang City Civil Police Unit**

Based on the Partial Test of Work Discipline (X2) with a calculated t value of 2.084 and a value of (Significant = 0.041 < 0.05) with (df= n-k, then n = number of respondents, k = number of research variables) df = 80-4 = 76, then a table of t of 1.665 was obtained. This means that H1 is accepted and H0 is rejected, so it can be concluded that Work Discipline has a positive and significant effect on the performance of Employees of the Pamong Praja Police Unit of Padang City. This result is in line with previous research conducted by Inzani et . al., (2023) with the results of statistical analysis of coefficients, it is known that the Tcount value is 2,476 > the Ttable value is 1.99547 and the significance value is 0.016 < 0.05, which means that there is a significant influence between work discipline on employee performance. Thus the first hypothesis that states that work discipline affects employee performance. So, researchers can conclude that work discipline has a positive and significant effect on employee performance in employees of the Padang City Civil Service Police Unit.

### **Occupational Safety on the Performance of Employees of the PamongPraja Police Unit, Padang City**

Based on the Partial Test of Occupational Safety (X3) with a t-value of 2.183 and a value (Significant=0.048 < 0.05) with (df= n-k, then n= number of respondents, k= number of research variables) df= 80-4=76 then obtained



t table of 1,665. This means that H1 is accepted by H0 and rejected, then it can be concluded that work safety has a positive and significant effect on the performance of employees of the Padang City PambiongPraja Police Unit. This result is in line with previous research conducted by Sari et.al., (2023) with results showing that the occupational safety variable (X1) has a regression coefficient of 0.435 and a t-test statistic of 3.370 with a significance of 0.002 was obtained. With  $df = 30 - 2 - 1 = 27$ , the tTable value is obtained as 1.703. The statistical value of the calculation test is greater than the tTable ( $3,370 > 1,703$ ) proves that Ha is accepted so that it can be concluded that the occupational safety variable (X1) has a positive contribution and has a significant effect on employee performance (Y). So, researchers can conclude that occupational safety has a positive and significant effect on employee performance in employees of the Padang City Pamong Praja Police Unit.

### **Workload, Work Discipline and Work Safety on the Performance of Employees of the Padang City Civil Police Unit**

From the calculation above, it can be seen that the value of fcalculus  $1.463 > ftable3.1$  and the significance of  $f = 0.031$  is less than 0.05, meaning that H4 is accepted and H0 is rejected. It can be said that workload, work discipline and work safety simultaneously have a positive and significant effect on the performance of employees of the Padang City Pamong Praja Police Unit. This research is in line with the research conducted by Vicky et. Al., (2022) The Effect of Workload, Occupational Safety and Health and Work Discipline on Employee Performance of PT. Sinar Guna Energi Surabaya. The results of this study stated that simultaneously workload, occupational safety and health and work discipline had a significant effect on the bound variable, namely employee performance.

## **6.CONCLUSION**

1. The workload has a positive and significant effect on the performance of the Employees of the Padang City Civil Service Police Unit.
2. Work Discipline has a positive and significant effect on the Performance of Employees of the Padang City Civil Service Police Unit.
3. Occupational safety has a positive and significant effect on the performance of employees of the Padang City Civil Service Police Unit.
4. Workload, work discipline and work safety simultaneously have a positive and significant effect on the performance of employees of the Padang City Civil Service Police Unit.

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