

Balance of Work Life, Occupational Health and Safety and their Impact on Job Satisfaction by Mediation of Psychological Welfare in Employees of PT. Maeres Soputan Mining (MSM)

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ABSTRACT

Job satisfaction in employees is the foundation for optimizing the psychological well-being function. Work life balance Work-life balance is also an important factor for employee considerations in seeking new opportunities to work in other companies or to stop working. Psychological well-being in essence refers to individual feelings about the life activities that they live every day. One of the factors that need to be considered by the company to achieve the desired target is implementing an occupational safety and health program for employees to improve their performance. With this program, every employee will receive occupational health and safety guarantees both physically, socially and psychologically so that every employee feels safe and protected at work.. This research aims to determine the effect of Occupational Health and Safety on Job Satisfaction mediated by Psychological Welfare at PT. Meares Soputan Mining (MSM). This study uses path analysis and a sample size of 50 respondents PT. Maeres Soputan Mining (MSM). The results of this study shows that: (1) Work-life balance has a direct significant effect on the Psychological Well-being of employees of PT. Meares Soputan Mining (MSM), (2) Occupational Health and Safety has a direct significant effect on the Psychological Welfare of employees of PT. Meares Soputan Mining (MSM), (3) Work-life balance has a direct significant effect on job satisfaction at PT. Meares Soputan Mining (MSM), (4) Occupational Health and Safety has a direct significant effect on Job Satisfaction at PT. Meares Soputan Mining (MSM), (5) Psychological Welfare has a significant direct effect on Job Satisfaction at PT. Meares Soputan Mining (MSM), (6) Work-Life Balance through Psychological Welfare has a significant effect on Job Satisfaction at PT. Meares Soputan Mining (MSM), and (7) Work-Life Balance through Psychological Welfare has a significant effect on Job Satisfaction at PT. Meares Soputan Mining (MSM).

INTRDUCTION

Background of the problem

It is widely accepted that the practice of Human Resource (HR) management officially began with the industrial revolution, in fact the origins of the concept of HR lie deep in the past. Just as employees divided the tasks to be performed in modern organizations, humans in ancient societies too, divided the work among themselves. So it can be said that the division of labor has been carried out since prehistoric times. The goals of human resource management can change depending on the particular viewpoint. Because the definition of one expert differs from another, the objectives of HRM may also change according to the expert's point of view. For example, the overall goal of human resource management is to ensure that an organization is able to achieve success through people. Besides that, HR strategy aims to support programs to increase

organizational effectiveness by developing policies in areas such as knowledge management, talent management, and generally creating a place conducive to work. The mining industry is one of the cogs of the economy in Indonesia. Competition is getting tougher every time, forcing companies to always improve the management of their resources, especially human resources (HR) (Setyawati, and Soedarmadi, 2021).

Founded in 1986, PT Meares Soputan Mining (MSM), which is 100% owned by PT Archi Indonesia Tbk, is the holder of the 4th Generation Contract of Work (CoW). MSM's Contract of Work was successfully renegotiated in December 2015 so that the Contract of Work is valid until 2041, and is guaranteed for two extension periods, each with a maximum of 10 years per period.

PT. Meares Soputan Mining (MSM) is a national company engaged in gold and mineral mining. The mining area of PT. This MSM is in the Toka Tindung Project via Winuri village, Kec. East Likupang, Kab. North Minahasa, North Sulawesi Province. MSM has a highly prospective concession area of 8,969 hectares. Currently, MSM continues to explore, develop and produce mineral resources, especially gold, within its Contract of Work area. Currently, MSM is operating and mining gold reserves from 3 open pits within its concession area, including the Toka Tindung mine, the Marawuwung mine and the Aaren mine.

One of the departments that has a crucial role in PT. MSM is the project department responsible for planning, coordinating, directing and controlling project activities efficiently and effectively in order to manage engineering in accordance with company policies, goals, objectives, plans and budgets as well as evaluating the conditions and functions of equipment, engineering, construction in preparing plan, control the project and be responsible for the development of personnel in the work unit environment.

Based on initial interviews that researchers conducted with several employees, it is known that employees feel portion constraints between the existing workload and additional development projects. Most stated that it was not safe and comfortable discussing ideas with their superiors, while the rest still felt safe and comfortable discussing with their superiors. These constraints make employees look for topics that are as easy as possible because they only want to meet the demands of project targets. In the end this makes employees feel dissatisfied with the assessment given. Employee dissatisfaction with the assessment coupled with the employee's discomfort in discussing ideas made the development project finally set aside which resulted in a decrease in the achievement of project targets.

Furthermore, it is known that there is a phenomenon in the form of work conflict which is characterized by disputes between employees, employees who are unable to complete work or assignments for reasons of excessive work, communication between employees is not well established such as lack of greeting, inability of employees to adjust to and work environment where employees work, causing employee discomfort which can be seen from the employee's complaints about a hostile environment, high-risk physical work environment, tends to be isolated, lack of confidence in expressing opinions, lack of creativity and lack of self-actualization and the ability of employees to develop the potentials that exist within him. The phenomenon that occurs shows that employees do not yet have self-acceptance, good relations with others, autonomy, environmental mastery and personal growth.

With regard to work-life balance, most of the employees also stated that they actually regretted the less time they could spend with their families because they had to be at work and leave their families for a certain time. In fact, some of them stated that there were often household conflicts due to their absence at home while they were working at the location. They added that family problems often become a burden on their minds that affect their work results and their psychological aspects in the form of discomfort, anxiety and so on.

Based on the initial interviews that the researchers conducted with one of the leaders of PT. Meares Soputan Mining (MSM), it is known that as a mining company PT. Meares Soputan Mining (MSM) is inseparable from factors and potential hazards from its production process, trying to implement regulations that apply through occupational health and safety policies. This is reflected in the occupational health and safety policy of PT. Meares Soputan Mining MSM which takes all possible measures to ensure that the highest standards in terms of occupational health and safety are maintained for all employees. Nonetheless, PT. Meares Soputan Mining (MSM) has experienced various incidents that could pose a risk to the health and safety of employees, such as landslides and equipment malfunctions. The employees interviewed by the researchers stated that they believed that the company was making maximum efforts in terms of occupational health and safety, but on the other hand, they were also worried if things happened that were beyond the company's preventive efforts and could endanger their health and safety. For example, the case that occurred on June 29 2020, at 07:47 at PT. Meares Soputan Mining (MSM) with a chronology that the victim slipped while trying to push the floating pontoon which was to be used to cross to the PP051 pump, in order to carry out daily equipment checks and refueling diesel fuel. The victim slipped because the stone he stepped on fell and caused his left foot to fall into the water and caused 15% burns. This is caused by several things, among others;

In a review of empirical studies, some of which have been previously described by researchers through citations, it is known that although work-life balance, occupational health and safety have been used as predictor variables for psychological well-being and job satisfaction, there has not been a single study that examines how psychological well-being mediates the influence of work-life balance, occupational health and safety on job satisfaction, so researchers are interested in conducting research with the title "Work-Life Balance, Occupational Health and Safety and Their Impact on Job Satisfaction with Mediation of Psychological Welfare in Employees of PT. Meares Soputan Mining (MSM)"

Formulation of the problem

Based on the research background that has been described previously, the formulation of the problem in this study is as follows:

1. Does work-life balance affect the psychological well-being of PT. Meares Soputan Mining (MSM)?
2. Does Occupational Health and Safety affect the Psychological Welfare of employees of PT. Meares Soputan Mining (MSM)?
3. Does Work-Life Balance affect Job Satisfaction at PT. Meares Soputan Mining (MSM)?
4. Does Occupational Health and Safety affect Job Satisfaction at PT. Meares Soputan Mining (MSM)?
5. Does Psychological Welfare affect Job Satisfaction at PT. Meares Soputan Mining (MSM)?
6. Does Work-Life Balance affect Job Satisfaction through Psychological Welfare at PT. Meares Soputan Mining (MSM)?
7. Does Occupational Health and Safety affect Job Satisfaction through the mediation of Psychological Welfare at PT. Meares Soputan Mining (MSM)?

Research purposes

The objectives to be achieved in this research are:

1. To analyze the direct effect of Work-Life Balance on Psychological Well-being of employees of PT. Meares Soputan Mining (MSM)

2. To analyze the direct effect of Occupational Health and Safety on Psychological Well-being of employees of PT. Meares Soputan Mining (MSM).
3. To analyze the direct effect of Work-Life Balance on Job Satisfaction at PT. Meares Soputan Mining (MSM).
4. To analyze the direct effect of Occupational Health and Safety on Job Satisfaction at PT. Meares Soputan Mining (MSM).
5. To analyze the direct effect of Psychological Welfare on Job Satisfaction at PT. Meares Soputan Mining (MSM).
6. To analyze the indirect effect of Work-Life Balance on Job Satisfaction through Psychological Welfare at PT. Meares Soputan Mining (MSM).
7. To analyze the indirect effect of Occupational Health and Safety on Job Satisfaction through Psychological Welfare of PT. Meares Soputan Mining (MSM).

Literature review

Human resource management is seen as a fairly important role in the industrial realm, what is done by the human resource manager describes how the activation of human resource management in the organizational environment. Human resource management is a process that includes evaluating human resource needs, getting people to meet those needs and optimizing the utilization of these important resources by providing appropriate incentives and assignments, to suit the needs and goals of the organization where human resources are humans are (Widodo, 2015: 2).

Job satisfaction is a worker's feelings towards his work, whether he likes or dislikes or dislikes as a result of worker interaction with his work environment or as a perception of mental attitude, also as a result of worker's assessment of his work. Workers' feelings towards their work reflect their attitudes and behavior at work (Priansa, 2017: 291).

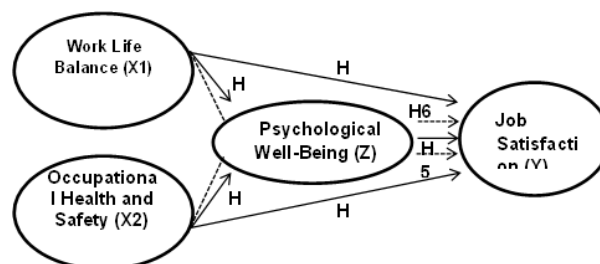
Work-life balance includes resources on parent and child care, nursing, employee health and welfare, and relocation and others. Where many companies offer family-friendly benefits programs that employees need to balance work and life, which include flextime, job sharing, telecommunicating and others (Robbins and Coulter, 2012: 358).

According to Flippo (2012: 163), Occupational Safety and Health is a thought and effort to guarantee the integrity and perfection of both the physical and spiritual workforce in particular, and humans in general, the work and culture towards a just and prosperous society.

Psychological well-being is a reflection of happiness, emotional well-being and positive mental health. Emotional well being is thoughts and concerns regarding feelings of depression, anxiety and frustration, life expectancy, ability to relax, and be happy with life (Daniella, 2012: 13).

Research Model and Hypothesis

Research Model



Source: Theory Review, 2022

Information:

----- : indirect influence

————— : direct influence

hypothesis

Based on the theoretical and empirical studies above, the hypothesis in this study is as follows:

H1: Work-life balance has a significant direct effect on the Psychological Welfare of PT. Meares Soputan Mining (MSM)

H2: Occupational Health and Safety has a significant direct effect on the Psychological Welfare of Employees of PT. Meares Soputan Mining (MSM)

H3: Work-life balance has a direct significant effect on Job Satisfaction in Employees of PT. Meares Soputan Mining (MSM)

H4: Occupational Health and Safety has a direct significant effect on Job Satisfaction in Employees of PT. Meares Soputan Mining (MSM)

H5: Psychological Welfare has a significant direct effect on Job Satisfaction at PT. Meares Soputan Mining (MSM)

H6: Work-Life Balance through Psychological Welfare has a significant effect on Job Satisfaction at PT. Meares Soputan Mining (MSM)

H7: Occupational Health and Safety through Psychological Welfare has a significant effect on Job Satisfaction at PT. Meares Soputan Mining (MSM)

Research methods

Research design

The approach used in this study is a quantitative approach, namely a quantitative approach, namely a research approach based on positivism philosophy, used to examine certain populations or samples, data collection using research instruments, data analysis is statistical, with the aim of testing hypotheses that have been tested. set (Sugiyono, 2017:8)

Population, Sample Size, and Sampling Technique

The population of this research is project department employees at PT. Maeres Soputan Mining (MSM) totaling 154 people. Researchers used a purposive sampling technique, namely a sampling technique with certain considerations (Sugiyono, 2019: 8). According to the meaning of the purposive sampling technique, the researcher chose 50 employees as respondents in the study, with the sample criteria taken from the head of department to supervisors, and permanent employees of PT. MSM so that the number of samples used is 50 people.

Table 3.1. Number of Sample Categories

No.	Category	Amount
1	Head of Department	1
2	Manager	1
3	Superintendent	8
4	engineer	15
5	HSE	5
6	Supervisors	20
Total		50

Source: PT. PT. Maeres Soputan Mining (MSM), 2022

Analysis Techniques

This study uses statistical analysis with the help of the SPSS program, namely instrument testing (validity and reliability test), classical assumption test, and path analysis (path analysis).

Research Results and Discussion

Description of the Research Object

Archi Indonesia is one of the largest pure-play gold producers in Indonesia and Southeast Asia. Archi owns 100% of the Toka Tindung Gold Mine, a pure gold mine located approximately 35 km Northeast of Manado, the capital of Indonesia's North Sulawesi province, through its wholly owned subsidiary-PT. Meares Sopotan Mining (MSM) and PT. Tondano Nusajaya Mine (TTN).

Headquartered in Jakarta, Archi is majority owned by PT. Rajawali Corpora, an investment holding company in Indonesia that has a portfolio of various businesses in different industries, and has a proven track record in building world-class operations and creating value for shareholders.

PT. MearesSopotan Mining (MSM) has a vision of "to become an efficient and leading world-class integrated mining company in Southeast Asia with the highest extraction rate for all stakeholders". PT. Meares Sopotan Mining (MSM) has a mission of "relentlessly striving for excellence, sustainable growth and a leading position in the mining business through implementing industry best practices and optimizing current operations, exploring value-added opportunities in other precious metals and developing business/services in the mining sector." , maximizing the use of assets, expertise, skills and decisions to increase shareholder value, encourage employee development, improve the living standards of local communities and care for the environment and apply good corporate governance in everything we do.

PT management MearesSopotan Mining and PT. Mine Tondano Nusantara is committed to implementing a sustainable mining health and safety management system in accordance with legal requirements and other requirements, by creating healthy working conditions and consultation and participation with workers and their representatives.

Partial Test (t-test)

Partial test (t-test) was conducted to determine the significance level of the effect of each independent variable on the dependent variable partially. The decision to test the partial hypothesis is that if the significance level is greater than 0.05, and the coefficient value is positive, it can be concluded that the hypothesis in this study is accepted.

Sub Structure 1

Table 5.8 Partial Test (t test) X to Z

Model	Unstandardized Coefficients		standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1. (Constant)	11,530	6,921		1,666	.102
Work Life Balance	.575	.150	.464	3,828	.000
Occupational Health and Safety	.330	.144	.277	2,286	.027

a. Dependent Variable: Psychological Well-Being

Source: Processed Data, 2022

The work-life balance variable has a t-count value of 3.828 > t-table 1.677 (df = nk-1 = 50-2-1 = 48) and has a significance value of 0.000 <0.05, which means that the work-life balance variable

has a significant effect directly on psychological well-being. This means that the hypothesis (H1) which states that work-life balance has a significant direct effect on the psychological well-being of employees of PT. Meares Soputan Mining (MSM), accepted or proven.

Occupational health and safety has a t-count value of 2.286 > t-table 1.677 (df = nk-1 = 50-2-1 = 48) and has a significance value of 0.027 < 0.05, which means that the work-life balance variable has a significant effect directly on psychological well-being. This means that hypothesis (H2) which states that occupational health and safety have a direct significant effect on the psychological well-being of employees of PT. Meares Soputan Mining (MSM), accepted or proven.

So, the structural path equation 1 is:

$$Z = \rho_{zx1} + \rho_{zx2} + \epsilon_1$$

$$\text{Job Satisfaction} = 0.464 X_1 + 0.277 X_2 + 0.844$$

Sub Structure 2 and 3

Table 5.9 Partial Test (t test) X, Z to Y

Model	Unstandardized Coefficients		standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1. (Constant)	2,149	3,715		.579	.566
Work Life Balance	.684	.090	.633	7,624	.000
Occupational Health and Safety	.161	.079	.155	2030	.048
Psychological Well-being	.268	.076	.308	3,526	.001

a. Dependent Variable: Job satisfaction

Source: Processed Data, 2022

The work-life balance variable has a t-count value of 7,624 > t-table 1.677 (df = nk-1 = 50-3-1 = 47) and has a significance value of 0.048 < 0.05, which means that the work-life balance variable has a significant effect directly on psychological well-being. This means that the hypothesis (H3) which states that work-life balance has a significant effect on job satisfaction at PT. Meares Soputan Mining (MSM), accepted or proven

Occupational Health and Safety has a t-count value of 2.030 > t-table 1.677 (df = nk-1 = 50-3-1 = 47) and has a significance value of 0.048 < 0.05, which means that the occupational health and safety variable has an effect directly significant to job satisfaction. This means that the hypothesis (H4) states Occupational health and safety have a significant effect on job satisfaction at PT. Meares Soputan Mining (MSM), accepted or proven.

Psychological well-being has a t-count value of 3.526 > t-table 1.677 (df = nk-1 = 50-3-1 = 47) and has a significance value of 0.001 < 0.05, which means that the psychological well-being variable has a significant direct effect on job satisfaction. This means the hypothesis (H5) states psychological well-being significant effect on job satisfaction of employees of PT. Meares Soputan Mining (MSM), accepted or proven.

So, the equations of structural paths 2 and 3 are:

$$Y = \rho_{yx1} + \rho_{yx2} + \epsilon_2$$

$$\text{Job Satisfaction} = 0.633 X_1 + 0.155 X_2 + 0.505$$

$$Y = \rho zy + \epsilon^2$$

$$\text{Job Satisfaction} = 0.308 Y + 0.505$$

Work-life balance on Job Satisfaction is mediated by Psychological Welfare from the calculation results of the online sobel test calculator, a Z value of 2.45 is obtained, because the Z value obtained is $2.45 > 1.96$ with a significance level of 5%, so it can be concluded that psychological well-being (Z) can mediate work-life balance (X1) on job satisfaction (Y). This means that the hypothesis (H6) which states that work-life balance indirectly has a significant effect through psychological well-being on job satisfaction PT employees Meares Soputan Mining (MSM), accepted or proven.

Occupational Health and Safety on Job Satisfaction is mediated by Psychological Welfare Based on the calculation results of the online sobel test calculator, a Z value of 1.649 is obtained, because the Z value obtained is $1.649 < 1.96$ with a significance level of 5%, so it can be concluded that psychological well-being (Z) cannot mediate occupational health and safety (X2) on job satisfaction (Y). This means that the hypothesis (H7) which states that occupational health and safety indirectly has no significant effect through psychological well-being on job satisfaction at PT employees Meares Soputan Mining (MSM), rejected.

Discussion

The Effect of Work-Life Balance on Psychological Well-Being

Based on the results of data processing, the results of the study show that work-life balance has a direct significant effect on job satisfaction. This means that the work-life balance of employees at PT. Meares Soputan Mining (MSM) has been running well, among others; employees' personal lives are not disturbed because of work, employees do not feel worried about work if they are not working or other things outside of work make employees feel comfortable working at PT. Meares Soputan Mining (MSM) so that there is a balance between employee work life and employee psychological well-being

The Effect of Occupational Health and Safety on Psychological Welfare

Based on the results of hypothesis testing that has been done, it shows that the variables of occupational health and safety have a significant direct effect on psychological well-being. This means the health and safety of employees at PT. Meares Soputan Mining (MSM) is running well, among others; The company has provided complete and appropriate facilities in terms of preventing and overcoming work accidents at work sites.

The Effect of Work-Life Balance on Job Satisfaction

Based on the results of SPSS data processing, the results show that work-life balance has a direct significant effect on job satisfaction. This means that the work-life balance of employees at PT. Meares Soputan Mining (MSM) has been running well, among others; the support of family and relatives makes every employee more enthusiastic at work, employees can work even better because personal life is fun

Occupational Health and Safety on Job Satisfaction

Based on the results of hypothesis testing that has been done, it shows that the variables of occupational health and safety have a significant effect on job satisfaction. This means the health and safety of PT. Meares Soputan Mining (MSM) has been running well, among others; the company has paid good attention to the cleanliness aspect at the work site, because it is in accordance with the SOP relating to the prevention and handling of work accidents in every job.

The Effect of Psychological Welfare on Job Satisfaction

Based on the data obtained from the respondents' answers to the questionnaire, overall consumers at PT. Meares Sopotan Mining (MSM) have a high perception or response regarding psychological well-being. The results of the study show that psychological well-being has a direct significant effect on job satisfaction. This shows that the work-life balance provided by the company can make a good contribution to employee job satisfaction through psychological well-being.

The Influence of Work-Life Balance through Psychological Welfare on Job Satisfaction

Based on the results of hypothesis testing, the results showed that work-life balance through psychological well-being has a significant effect on job satisfaction. This shows that the work-life balance provided by the company can make a good contribution to employee job satisfaction through psychological well-being.

The Influence of Occupational Health and Safety through Psychological Welfare on Job Satisfaction

Based on the results of the hypothesis testing previously described, it shows that occupational health and safety through psychological well-being has no significant effect on job satisfaction. This means that employees do not minimize the potential for work accidents to occur at work locations even though the company has arranged in such a way that the work location meets safety standards.

Conclusion

From the results of the research described earlier, it can be concluded as follows:

1. Work-life balance has a direct significant effect on the Psychological Well-being of employees of PT. Meares Sopotan Mining (MSM). This shows that the work-life balance of employees at PT. Meares Sopotan Mining (MSM) has been running well, among others; employees' personal lives are not disturbed because of work, employees do not feel worried about work if they are not working or other things outside of work make employees feel comfortable working at PT. Meares Sopotan Mining (MSM) so that there is a balance between employee work life and employee psychological well-being.
2. Occupational Health and Safety has a direct significant effect on the Psychological Welfare of employees of PT. Meares Sopotan Mining (MSM). This shows this means the health and safety of employees at PT. Meares Sopotan Mining (MSM) is running well, among others; The company has provided complete and appropriate facilities in terms of preventing and overcoming work accidents at work sites.
3. Work-life balance has a direct significant effect on job satisfaction at PT. Meares Sopotan Mining (MSM). This shows that the work-life balance of PT. Meares Sopotan Mining (MSM) has been running well, among others; the support of family and relatives makes every employee more enthusiastic at work, employees can work even better because personal life is fun.
4. Occupational Health and Safety has a direct significant effect on Job Satisfaction at PT. Meares Sopotan Mining (MSM). This shows that occupational health and safety PT. Meares Sopotan Mining (MSM) has been running well, among others; the company has paid good attention to the cleanliness aspect at the work site, because it is in accordance with the SOP relating to the prevention and handling of work accidents in every job.
5. Psychological Welfare has a significant direct effect on Job Satisfaction at PT. Meares Sopotan Mining (MSM). This shows that work-life balance provided by the company to be

able to make a good contribution to employee job satisfaction through psychological welfare, it can be seen that employees feel fit with the work environment so that employees can place themselves while developing self-competence in the work environment, so that every employee have confidence that they can develop themselves over time.

6. Work-Life Balance through Psychological Welfare has a significant effect on Job Satisfaction at PT. Meares Soputan Mining (MSM). This shows that Work-life balance provided by the company can make a good contribution to employee job satisfaction through psychological well-being.
7. Occupational Health and Safety through Psychological Welfare has no significant effect on Job Satisfaction at PT. Meares Soputan Mining (MSM). This means that employees do not minimize the potential for work accidents to occur at work locations even though the company has arranged in such a way that the work location meets safety standards.

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