

THE RELATIONSHIP BETWEEN WORK ATTITUDES AND THE IMPLEMENTATION OF OHS ON THE COMPETENCY TEST OF BLITAR SMK STUDENTS

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Abstract

The purpose of this study was to determine the relationship between Work Attitude (X 1) and the application of K3 (X 2) to the Expertise Competency Test (Y) both partially and simultaneously and describe each variable X 1, X 2, and Y. The research design used is quantitative with descriptive correlational research type. The population in this study were all XII-grade students of SMK Islam 1 Blitar. The sampling technique was carried out using a proportional random sampling technique. The sample of this study was class XII students of the TITL Department of SMK Islam 1 Blitar, which consisted of 11 classes with a sample size of 87 students. The data sources in this study are primary data sourced from questionnaires and secondary data from Google Scholar. The data collection technique in this study was carried out by distributing questionnaires to the respondent sample. The data obtained were tested with a partial correlation test to reveal the relationship between the independent variable and the dependent variable both partially and simultaneously. The results showed that there is a positive and significant relationship between Work Attitude and the Skills Competency Test of class XII ITT Department students of SMK Islam 1 Blitar. There is a relationship between the Application of Occupational Health and Safety (K3) and the Skills Competency Test of class XII ITT Department of SMK Islam 1 Blitar. There is a positive and significant relationship between Work Attitude and the Application of Occupational Health and Safety (K3) to the Skills Competency Test of class XII ITT Department students of SMK Islam 1 Blitar.

Keywords

Competency Test Skill, Health and Safety Work (K3), Relevance Place Practicum, SMK Islam 1 Blitar



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INTRODUCTION

In 2016, the ASEAN Economic Community (AEC) was enforced in Indonesia. MEA is a form of ASEAN economic integration in the sense of a free trade system between ASEAN countries (Panuju et al., 2017). The system removed duty customs, and other countries are free to enter the goods because the Indonesian government must increase various aspects that exist in the country in order to compete with ASEAN countries. One, the government is increasing quality source Power human (HR) (Cahyono, 2018; Sinuhaji, 2019). Apart from upgrading competence source Power, humans should also be followed with an understanding of Occupational Safety and Health (K3).

K3 is one aspect important in protecting employment. On the other hand, protection wages guarantee social freedom association, relationship work, and others (Christianto, 2015; Sutikno, 2022). The government should also increase quality K3 standards for Indonesian companies so that Indonesian companies do not shift with other ASEAN countries. One must be noticed in a company, particularly in the field industry, is the application of K3.

Minister of Manpower Hanif Dhakiri, in the campaign Occupational Safety and Health (K3) at the Hotel Indonesia Roundabout, Jakarta, on the day Saturday, November 08, 2015, appealed to Indonesian people to improve awareness of safety self in danger (Saparwati & Sahar, 2017; Sukatiman et al., 2020). Deliberately, the Minister of Manpower, Hanif Dhakiri, socialized the K3 campaign to the company and society because public awareness of the importance of K3 was still not enough. The number of accidents working in Indonesia is still high, namely 103,000 accidents per year, 2400 cases of them cause death, can eight people per day die Because of neglect of safety. To minimize case accidents, the work of the Minister of Manpower, Hanif Dhakiri, will supervise K3 management in the company. The goal is for workers to Work in accordance with The applicable Standard Operating Procedure (SOP) so that K3 becomes the character of the workers (Susiani et al., 2023).

There are several factors that cause work accidents, namely unsafe conditions and unsafe behavior. Unsafe behavior is behavior and habits that lead to work accidents, such as not using Personal Protective Equipment (PPE) and non-standard equipment. For accident work going on on the road in Godean, Tegalrejo District, Jogja City on Thursday, 25-08-2015, the victim fell when going up to the billboard because the victim was not using PPE, so the victim had to be brought to House sick (Firazza, 2017; Sutikno, 2022). At the same time, Unsafe Conditions are conditions in the workplace that are not safe, such as being too dark, hot, and other physical factors disturbing the

work environment. These work accident factors can be eliminated with the company's commitment to implementing K3 procedures and being supported by HR's attitude to good work in the application of K3 procedures (Marjanto, 2022; Sumiatun, 2013).

K3 procedure is the stage or a process activity For finish activity or method (how to) step by step in a manner Certain in work with Pay attention to K3. At the same time, attitude Work is action to be taken by workers and all something to be done by the worker that's the result comparable with effort made. Application OSH procedures and attitudes Work is one condition for Indonesian companies to reduce the number of accidents and be ready to face MEA (Saparwati & Sahar, 2017). Because deep facing MEA and competition trading international, principle application OSH procedures and attitudes Work in a company is condition main influence big to mark investment, quality, and quantity products and services, continuity business company as well as Power competitive a country.

The goal of implementing OSH itself is actually to increase awareness and adherence to compliance with OSH norms, increase the participation of all parties to optimize the implementation of OSH culture in every business activity, and realize OSH culture in Indonesian society. The involvement and support of all parties to the implementation of OSH is needed in every type of activity within the company environment and various community activities so as to reduce work accidents and work-related diseases (Minnick & Wachter, 2019).

School Intermediate Vocational (SMK) as one institution printer power Ready work must always notice attitude Work his students nor K3 procedures applied when currently practicum at school because more vocational learning prioritizes learning practicum rather than theory. Being practice-related high school students in a manner direct with available tools raises potency danger. Learning practice is usually productive in group working subjects, equipping participants to teach to have competence Work in accordance with Standard Competence Indonesian National Work (SKKNI). If not in SKKNI yet listed, then use standard competency agreed upon by the considered forum representing the Business World/ Industry World/Associations Profession. Subjects Productive characteristics serve job market demand.

In the Electrical Department, to be precise, in the Electrical Power Installation Engineering (TITL) SMK eye expertise program, the lesson productive consists of three, namely: Installation of Electrical Lighting, Electric Motor Installation, and Electric Power Installation. Subjects potential in the Electrical Installation Engineering expertise program will danger accident work, starting from

fall tool work, until stung current electricity that will fatal. Especially at the moment, practice Electric Motor Installation and Electric Power Installation.

Relationship with attitude OSH work and procedures when practicing at school, attitude OSH work and procedures that students apply in their implementation during practicum have not gone well. This can be seen when students practice. There are students who joke moment practice, and there are some who neglect OSH procedures. Vocational High School, as a forum for the formation of skilled human resources, must try to produce a workforce that is capable according to the needs of the industrial world (Azman et al., 2020). Expected students can adapt to meet the demands of work in the industrial world, including competition that existed in MEA at the time. Attitude work and the application of K3 procedures are the most important things in the world of work, especially in the world of industrial work (Marsono et al., 2017).

Previous research (Fauzi, 2022) proves that there is a relationship between work attitude and the competence of electrical lighting installation practicum at SMK Blitar City. Other research (Serang, 2018) proves that knowledge, work attitude, and work experience affect employee performance. The results of this study are in line with research (Simanjuntak, 2018), which shows knowledge, work attitude, and work experience affect employee performance. Researchers (Bilqis et al., 2021) examined the relationship between occupational health and safety (K3) culture and the unsafe behavior of construction workers at PT. X Kutai District, the results showed that there was a negative relationship between top management commitment, K3 regulations and procedures, worker communication, worker competence, and worker involvement in worker unsafe behavior. Another study was also conducted by (Wahyuni et al., 2018). The results showed that occupational safety and health (K3) had a significant effect on employee productivity at PT Kutai Timber Indonesia.

Results of observations and interviews with the TITL Teacher of SMK ISLAM 1 BLITAR (April 08, 2023) revealed that TITL graduates still haven't adsorbed in DU/DI accordingly with field science electricity. Based on the results of observation and interview, it is known that the objective held package TITL expertise still has not yet been reached. Interview results with TITL Teacher Islam Vocational School 1 Blitar (February 09, 2023) stated that often happens shortly when student practicum, p the caused Because student No follow existing OSH procedures for inspected connection cable, especially formerly before test it. Results of observations and interviews with TITL Teacher of SMK ISLAM 1 BLITAR (February 10, 2023) stated that students' own attitude less work

Good when practicing, often joking when practicing, and not truly when doing a practicum. So that application less K3 procedures max and raises potency danger. Attitudes This will have less impact when the student has finished SMK education and entered DUDI because DUDI needs power, skilled and professional work that has attitude good job.

Vocational secondary education has a different curriculum from upper secondary education because vocational secondary education has competencies that must be achieved, which vary according to the field and program of expertise. In the vocational secondary education curriculum, there is a Skills Competency Test, which is an exam administered by the BSNP (National Education Standards Agency), which is carried out in their respective education units with the industrial world and/or professional associations.

According to Finch and Crunkilton (Pusari, 2016), what is meant by competence is mastery of a task, skills, attitudes, and appreciation needed to support success. This shows that competence includes tasks, attitudes, and appreciation skills that must be owned by students to be able to carry out learning tasks according to certain types of work. Competence according to Law no. 13/2003 concerning Employment: Article 1 (10), "Competence is the workability of each individual which includes aspects of knowledge, skills and work attitudes in accordance with established standards"

Internal and external parties carry out this expertise competency test assessment. Internally, it is carried out by the teacher's council from the school that organizes it, and externally, it is carried out by examiners (assessors) who have been specifically appointed to conduct assessments of students who carry out skill competency tests. Usually, people who have experience and special expertise in the field of business and industry assess and measure the competence of students according to the needs of the business/industry world.

The purpose of having this skill competency test is to measure the extent to which the level of competency achievement of students is in accordance with their respective areas of expertise, as well as to develop the potential of students in facing social life in a good and responsible manner, and in accordance with their respective work codes of ethics. With the Expertise Competency Test held nationally, the ability of SMK graduates has valid and clear benchmarks because the benchmarks used to test and assess the extent to which the competence of these students has been established by the BSNP (National Education Standards Agency) so that wherever If this competency test is held, the standards are the same.

At SMK Islam 1 Blitar, the Expertise Competency Test is very influential on the readiness of students to enter the world of work because the skill competency test itself can motivate students to optimize their abilities and competencies in their respective fields of expertise to achieve good exam results that can be used as a requirement to be able to work in accordance with the areas of expertise studied in vocational high schools. In addition, the Skills Competency Test, which will later describe the competencies possessed by students, will also provide very meaningful information for the business/industry world in carrying out the workforce recruitment process to meet the needs of the business/industry world in accordance with qualifications and competencies. Required.

METHOD

This study used a quantitative approach with a correlational type of research. The purpose of using this quantitative descriptive technique is to obtain information about how big the relationship is between attitude work and application health and safety work (K3) against competency test results skill student Good in a manner Partial nor simultaneous TITL Students at SMK Islam 1 Blitar. Meanwhile, to strengthen the data described, it is supported by quantitative data obtained from the results of filling out the questionnaire by the research subjects.

The population in this study were all XII-grade students of SMK Islam 1 Blitar. The sampling technique was carried out using a proportional random sampling technique, namely sampling with the same amount in each class that would be used as a research sample. Arikunto (2006: 174) states that the sample is a part or representative of the population studied. The sample inclusion criteria are TITL skill program students who have carried out competency tests with a total of 111 students. Taking many samples in this study using the Slovin formula as follows:

$$n = N / (N.d^2 + 1)$$

The data for all members of the population sampled in this study are in Table 1 as follows:

Table 1. Research Sample Data

No	Class	Number of Students	Sample
1	XII Teknik Instalasi Tenaga Listrik 1	36	28
2	XII Teknik Instalasi Tenaga Listrik 2	37	29
3	XII Teknik Instalasi Tenaga Listrik 3	38	30
Total		111	87

Source: Class Student Attendance XII Teknik Instalasi Tenaga Listrik SMK Islam 1 Blitar Periode 2022

The research data collection technique uses a research instrument in the form of a questionnaire. Research instruments are research facilities for collecting data (Arikunto, 2010: 203). Collecting data in this study used a research questionnaire adapted to the Likert scale, where the questionnaire that will be used for data collection meets the requirements of validity and reliability.

- a. The analysis descriptive This used technique analysis percentage, where must determine long interval class first for further determined percentage. To look for long interval class is used the formula:

$$\text{Interval} \frac{\text{maximum score} - \text{minimum score}}{\text{number of interval classes}} \text{ class length} =$$

Furthermore, find out the class length interval for descriptive statistical analysis methods in learning. This is used to analyze data on classroom climate variables, parental attention, and learning outcomes, which will be obtained using the formula:

$$P (\%) = F/N \times 100\%$$

- b. Presenting the frequency percentage results in the form of a pie chart consisting of five qualifying categories.

1. Conclusion Drawing

The final step in the data analysis technique in this study is to draw conclusions from the results of the research and discussion. The data obtained from the questionnaire was then concluded descriptively.

The data sources in this study are primary data sourced from questionnaires and secondary data from Google Scholar. The data collection technique in this study was carried out by distributing questionnaires to sample respondents. The data obtained were then analyzed by partial correlation test to reveal the relationship between the independent variable and the dependent variable both partially and simultaneously using the SPSS program. So, the hypothesis in this study is obtained:

Ho1: There is no relationship between work attitude and competency test

Ha1: There is a relationship between work attitude and competency test

Ho2: There is no relationship between OHS implementation and competency test

Ha2: There is a relationship between OHS implementation and competency test

Ho3: There is no relationship between work attitude and OHS implementation with a competency test

Ha3: There is a relationship between work attitude and OHS implementation with the competency test

FINDINGS AND DISCUSSION

Findings

Validity Test

Validity refers to how accurate and careful a measuring instrument is in measuring the variables that the researcher wants to study (Darma, 2021).

Table 2. Validity Test

		Work Attitude	OHS Implementation	Competency Test	Total
Work Attitude	Pearson	1	.536**	.674**	.863**
	Correlation				
	Sig. (2- Tailed)		.000	.000	.000
OHS Implementation	N	87	87	87	87
	Pearson	.536**	1		.880**
	Correlation				
Competency Test	Sig. (2- Tailed)	.002		.000	.000
	N	87	87	87	87
	Pearson	.782	.674**	1	.890
Total	Correlation				
	Sig. (2- Tailed)	.000	.000		.000
	N	87	87	87	87
	Pearson	.863**	.880**	.890	1
	Correlation				
	Sig. (2- Tailed)	.000	.000	.000	
	N	87	87	87	87

Based on the data in Table 2, it can be seen that all instruments have a Pearson correlation value greater than $r_{Table} = 0.175$ ($N = 87$) and the Sig value. (2-tailed) correlation for all items .000 is smaller than 0.05, so it can be concluded that all statement items are declared valid, so the questionnaire is declared valid for use.

Reliability Test

Reliability refers to the ability of the instrument used in research to be trusted as a tool that can collect accurate data and reveal actual information in the field (Sugiarto & Situnjak, 2006).

Table 3. Reliability Test

No.	Variable	Cronbach Alpha	Value
1.	Work Attitude (X1)	0.798	Reliable
2.	OHS Implementation (X2)		Reliable
3.	Competency Test (Y)		Reliable

Based on the reliability test in Table 3, the Cronbach Alpha value is 0.798, which is greater than 0.600, so the questionnaire is declared to have a good level of consistency and reliability for use in further research.

Simple Linear Regression Test

According to Sugiyono (Muizu et al., 2016), simple linear regression analysis is an analytical method used to evaluate the effect of the independent variable (X) on the dependent variable (Y). By using this analytical tool, we can measure how much influence or relationship between the two variables.

Table 4. Regression Test X1

Model		Unstandardized B	Coefficients Std. Error	Standardized Coefficient Beta	t	Sig.
1	(Constant)	2.284	4.578		.630	.534
	Work Attitude	.590	.124	.576	3.359	.002

Based on Table 4, the regression test results obtained a significance value of $0.002 < 0.05$, which means that work attitude has a positive and significant effect partially on the competency test of XII-grade students majoring in TKJ at SMK Islam Blitar. So, it can be concluded that H_{o1} is rejected and H_{a1} is accepted.

Table 5. Regression Test X2

Model		Unstandardized B	Coefficients Std. Error	Standardized Coefficient Beta	t	Sig.
1	(Constant)	2.464	4.578		.630	.334
	OHS Implementation	.576	.156	.426	3.321	.000

Based on Table 5, the regression test results obtained a significance value of $0.000 < 0.05$, which means that the implementation of OHS has a positive and significant effect partially on the competency test of class XII students majoring in TKJ at SMK Islam Blitar. So, it can be concluded that H_{o2} is rejected and H_{a2} is accepted.

Multiple Linear Regression Test

Multiple linear regression is a regression model that involves more than one independent variable. Multiple linear regression analysis is performed to determine the direction and how much influence the independent variable has on the dependent variable (Ghozali, 2018).

Table 6. Multiple Linear Regression Test

Model		Unstandardized B	Coefficients Std. Error	Standardized Coefficient Beta	t	Sig.
1	(Constant)	2.464	4.578		.630	.738
	Sikap Kerja	.452	5.46	.613	.512	.000
	Pelaksanaan OHS	.576	.156	.426	3.321	.000

Based on Table 5, the regression test results obtained a significance value of $0.000 < 0.05$, which means that work attitude and OHS implementation simultaneously have a positive and significant effect on the competency test of XII-grade students majoring in TKJ at SMK Islam Blitar. So, it can be concluded that H_03 is rejected and H_{a3} is accepted.

Discussion

The research results show that there is a relationship between work attitude and competency tests. Work Attitude can play a significant role in determining the outcome of one's Competency Test. The quality of a person's work attitude, including motivation, concentration, responsibility, and attitude toward learning, can be an important factor influencing the extent to which a person is successful in dealing with competency exams or other tests. Therefore, in education and careers, the development of a positive work attitude can be invaluable. The results of this study are supported by previous research by (Kusumah et al., 2017), which proves that competence and work attitude affect employee performance. In addition, researchers (Safitri, 2022) show the results of work behavior and competence affect employee performance.

In addition, the results showed that there is a relationship between OHS implementation and competency testing. Effective OHS implementation can improve the quality of training and individual preparation for the Competency Test. When training and learning are conducted with OHS principles in mind, individuals will have a better understanding of safe and healthy actions in carrying out their work. This helps them better prepare for the competency test. Secondly, good OHS implementation can create a safer and healthier working or learning environment. When individuals train or work in an environment that adheres to strict OHS standards, they tend to feel more comfortable and protected. This can affect their concentration and focus during competency exams, which in turn can affect the outcome. Furthermore, understanding and applying OHS principles can be an integral part of the competency exam itself. For example, in some competency exams, individuals are tested on their knowledge of OHS and their ability to identify potential hazards in the work environment. Therefore, good implementation of OHS during the learning and

work process will help individuals achieve better results in similar tests. In addition, poor or inadequate implementation of OHS may result in the risk of accidents or health problems in the workplace or during competency tests. These accidents or health problems may impair individuals' performance in the exam and may even prevent them from attending the exam. Therefore, good OHS implementation is key to ensuring that individuals can take competency exams safely and optimally. The results of this study support the results of previous research, namely (Amelia et al., 2021), which shows that competence affects the implementation of OHS.

Based on the results of the SPSS test using multiple linear regression tests, it is known that there is a simultaneously positive and significant relationship between Work Attitude and Occupational Health and Safety (K3) on the Competency Test for students of the Electric Power Installation Engineering Department of SMK Islam 1 Blitar. So, it can be interpreted that Work Attitude will greatly affect the Student Skills Competency Test if combined with Occupational Health and Safety (K3) (Suwandi, 2017).

Occupational Safety and Health (K3) attitudes affect the Skills Competency Test for students of the Electrical Power Installation Engineering Department of SMK Islam 1 Blitar. From the results of the study, it is known that in the independent variable,s there is a simultaneous positive and significant relationship to the achievement of the Student Competency Test. So, the achievement of the maximum Skill Competency Test score is the impact of a significant relationship between Work Attitude and Occupational Health and Safety (K3). The linear regression model with two independent variables is as follows:

$$Y = 0.597X_1 + 0.362X_2$$

The regression model shows that the regression coefficient value of X_1 is 0.597 which means that the value of Work Attitude (X_1) increases by one unit, the value of the Expertise Competency Test (Y) will increase by 0.597 units with the assumption that X_2 remains, as well as the X_2 regression coefficient value of 0.362 which means that if the value of Occupational Health and Safety (K3) (X_2) increases by one unit, the value of the Expertise Competency Test (Y) will increase by 0.362 units assuming X_1 remains.

Based on the framework and the previous discussion, it is known that it is necessary to have discipline in the application of Occupational Health and Safety (K3) to achieve the Expertise Competency Test value for students of the Electrical Power Installation Engineering Department of SMK Islam 1 Blitar so that it can train students in applying what they have learned at school so as to

increase student experience (Tumbelaka et al., 2013). In addition, students' good work attitudes need to get encouragement, motivation, and direction during practicum so that in the future, they can produce discipline in the application of occupational safety and health (K3) to prepare students to achieve the Expertise Competency Test properly. When Work Attitude and Awareness of OHS are combined, they reinforce each other. Students who have a positive work attitude will be more likely to accept OHS lessons and apply them to their tasks. Conversely, an understanding of OHS can also influence students' work attitudes by making them more safety-oriented and responsible in their work.

CONCLUSION

There is a positive and significant relationship between Attitude Work with Competency Test Skills Student Electrical Installation Engineering Department of SMK Islam 1 Blitar. There is a positive and significant relationship between application health and safety (K3) with Competency Test Skill Class XII Vocational School of Electrical Power Installation Engineering Department, SMK Islam 1 Blitar. There is a positive and significant relationship simultaneous between Attitude Work and Health and Safety Work (K3) with Competency Test Skill Class XII Vocational School of Electrical Power Installation Engineering Department, SMK Islam 1 Blitar.

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