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# Educational Background, Work Experience and Infrastructure Impact on Health and Safety Standards Performance at PT ABC - East Java Operations Area

**Kristina Daniati**
Magister Student of Management, Sahid University Jakarta

**Kholil**
Faculty of Engineering, Sahid University Jakarta

**ABSTRACT**

**PT ABC is a national oil company focusing on upstream activity, exploration, development and exploitation that enforces occupational health and safety standards through the Health Safety Environment Management System (HSEMS) with systematic efforts through the Operational Excellent framework. Based on the preliminary research conducted, it was found that the performance of PT ABC's occupational health and safety standards had not reached the maximum value, therefore the research was conducted with the aim of knowing and analyzing the Influence of Educational Background, Work Experience and Infrastructure on the Achievement of Health and Safety Standards with Employee Information Literacy as Intervening Variables. The research method used quantitative research method. The study population was 120 employees in East Java Operation, with a sample of 90 respondents. Data collection uses surveying, observation and documentation techniques. Data analysis using Outer Model (Convergent Validity, Discriminant Validity, Composite Reliability, Average Variance Extracted, Cronbach Alpha) and Inner Model (Coefficient of Determination, Predictive Relevance, Goodness of Fit (Gof) index Test, Reliability Test). Hypothesis testing used full analysis of Structural Equation Modeling (SEM) models with smartPLS. The results showed that: 1)Educational background through information literacy affects the achievement of K3 Standards at PT ABC (2,028); 2)Work experience through information literacy affects the achievement of K3 standards at PT ABC (t = 2,190); and 3)Infrastructure through information literacy has no effect on the achievement of K3 Standards at PT ABC (t = 0.008).**

**Keywords:** Educational Background, Work Experience, Infrastructure, Employee Information Literacy, Health and Safety Standards

## INTRODUCTION

Luce Neni (2005) explained that basically the power that exists in a company lies in the human resources that exist in the company. Working employees have the right to Occupational Health and Safety (OHS) which is used as an aspect of labor protection while protecting company assets that aim to provide security and healthy conditions to each employee who aims to reduce the number of work accidents. Cases of work accidents that occurred in Indonesia in the second quarter of 2020 as data from Dirjen Binwasnaker dan K3 (Directorate General of Labor Inspection Development Ministry of Manpower and Occupational Health and Safety) recorded

about 3,174 cases. The number of cases of work accidents decreased by about 59.46 percent compared to the second quarter of 2019 which recorded about 7,829 cases of work accidents. In terms of the implementation of work, an employee relates to many variables, such as his educational background that will support knowledge of work, work experience that also determines the speed and accuracy of an employee in facing work, as well as the retirement facilities used to carry out work in order to achieve company goals. In terms of the process of achieving the OH&S Standard, an employee needs to have sufficient information literacy related to all work and related matters in order to stay healthy and safe at work.

PT ABC is a national company engaged in the exploitation and drilling of oil and gas in Indonesia, where one of its operational areas is East Java Operation. PT ABC also pays attention to its employees because it considers that employees are assets that need to be maintained. The phenomenon that exists at PT ABC related to the educational background of employees is where in employee recruitment, the company uses indicators of the suitability of the field and level of education of prospective employees as one of the indicators in determining the decision to accept or not accept employees. In employee recruitment, work experience is also one of the indicators seen and used to determine employee acceptance decisions. In the process of carrying out work, all PT ABC employees are also equipped with infrastructure in the form of equipment and equipment used to carry out work.

Information literacy owned by PT ABC employees is formed from the processes of information search and processing. Basic literacy related to the health and safety of employees' work is obtained from formal and non-formal education that has been experienced by PT ABC employees. As a company engaged in the oil and gas sector, PT ABC has employees with certain requirements, including the level and type of education. The level and type of education have an influence on a person's information literacy. A person who has a higher level of education, has wider and deeper information related to the discipline studied. Not only the level of education, the type of education will also affect the information literacy of employees who work at PT ABC. A person's work experience can also affect information literacy. Work experience indicates the experience of learning about certain objects or processes. In terms of information literacy, work experience will give a picture of a person's knowledge based on what he has experienced before. This means that work experience will also determine the extent of information literacy owned by a person.

PT ABC is a national company engaged in oil and gas exploitation and drilling in Indonesia that enforces occupational health and safety standards through the Health Safety Environment Management System (HSEMS) with systematic efforts through the Operational Excellent framework. This shows that PT ABC also has a K3 Standard aimed at protecting employees from work irregularities and health problems from work impacts. Based on the preliminary research conducted, it was found that the achievement of PT ABC's occupational health and safety standards has not reached the maximum value, for that research was conducted with the aim of knowing and analyzing the Influence of Educational Background, Work Experience and Infrastructure on the Achievement of Health and Safety Standards with Employee Information Literacy as Intervening Variables.

## LITERATURE REVIEW

Setyawan (2018) explained that Information Literacy is the ability possessed by a person in recognizing when information is needed and the ability to find and evaluate, then use it effectively and able to communicate the information in various formats that are clear and easy to understand. According to Sulistyo Basuki (2018) and Firdaus, Kholil, and Titik Widaningsih (2021) information literacy is the ability to interact appropriately with information, such as formulating information needs, gaining access to needed information and evaluating it effectively using information and distributing it in accordance with ethical and legal provisions. Information literacy helps with lifelong learning. According to the ALA, information literacy is a set of abilities that a person needs to be aware of when information is needed and have the ability to find, evaluate and use the information needed effectively (Sukaesih, 2017). What is meant by information literacy in this study is the ability of employees to get, manage and use information appropriately, selectively and effectively, and manifest it in work.

Lloyd (2006) found that information literacy in the workplace is a learning process in the form of a specific context that connects the source of information with the work practices needed to access it. Information literacy facilitates the change of knowledge systems from individuals to collective practices in the form of competencies and contexts of integration. O'Sullivan (2002) considers that information literacy is very important in the work environment, because by applying the information literacy skills of the company's personnel are able to find, evaluate and use information effectively which is the key to the success of many corporate organizations. Based on several expert opinions that have been presented before, the indicators of employee information literacy measurements used in this study include 1) The ability to define information needs; 2)The ability to establish a search strategy; 3)The ability to collect resources; 4)The ability to assess and understand information; 5)The ability to translate information involves analyzing, synthesizing, evaluating, and organizing data; 6)Ability to communicate information; 7)The ability to evaluate process products; 8)Ability to use Information; 9)The ability to evaluate Goals; and 10)Interesting ability Lessons.

Educational background is closely related to the results of selection that has been carried out by the human resources department. Human resources who have a certain educational background will usually show achievements in the selection of the field they master. The selection results can strengthen and convince the HR manager to put the person concerned in the right position. According to Sinha (2012) educational background is one of the important determinants of entrepreneurial intentions and business success. A good educational background should be structured as clearly as possible and accompanied by supporting data. According to Zainun (2010), education is to prepare human resources before entering the job market. With the knowledge obtained from the expected education in accordance with the conditions demanded by a job. In certain positions can be occupied by human resources from various majors but still with good ability and in accordance with applicable work standards and procedures. Educational background can be seen from two sides, namely the conformity between the field of science taken with the field of assignment and education level (Rio Tanjung, 2011). Both are indicators of this research, namely the level of education and scientific departments.

According to Wariati (2015), work experience is a knowledge, skills, and ability that employees have to assume responsibility from previous work. Manullang (2008) explained that experience

is important in the process of employee selection. Experience can show what will be done by prospective employees. An employee who has more work experience will certainly better understand what to do when facing problems. In addition, employees who have more work experience will definitely be faster at work and do not have to adapt to the tasks carried out. Work experience or working period is the period of time or length of time a person works in an agency, office or so on (Andi Basuki, 2009). From some of these opinions, it can be concluded that work experience is the level of mastery of knowledge as well as one's skills in his work that can be measured from the working period and from the level of knowledge and skills he has. Factors that affect work experience according to Foster (2001) which is also an indicator of work experience, namely: 1) Length of time / working period. A measure of the length of time or working period that a person has taken can understand the tasks of a job and have carried out well; 2) The level of knowledge and skills possessed. Knowledge refers to concepts, principles, procedures, policies or other information needed by employees. Knowledge also includes the ability to understand and apply information to job responsibilities. While skills refer to the physical abilities needed to achieve or carry out a task or job; and 3) Mastery of work and equipment. The level of mastery of a person in implementing the technical aspects of equipment and engineering work.

According to Arikunto & Yuliana (2012), facilities and infrastructure or facilities are everything that can facilitate and launch business implementation can be in the form of objects and money. Another opinion conveyed by Mulyani (2018) and Amri et al (2021) states that facilities and infrastructure are everything that can be used as a tool in achieving goals and objectives. Everything that can be used to support the achievement of intentions and objectives in performing work tasks. According to Hasibuan (2017) stated that the facilities and infrastructure or work facilities provided by the company must be adjusted to the needs of the company, so that the work provided by employees can run effectively. Providing facilities and infrastructure in the company must provide according to the needs of its use so that the work carried out is in accordance with the achievement of the company's goals. So that what is meant by the facilities and infrastructure in this study is a work facility or any equipment provided by the company to facilitate and also carry out the work done by employees to achieve what the company expects, including public facilities provided to employees by the company. The infrastructure in question includes equipment that is directly related to the implementation of employee work, equipment that is directly related to the implementation of supporting facilities work for employees in carrying out work.

According to Husni (2005), work safety is related to work accidents, namely accidents that occur at work or known as industrial accidents. This industrial accident can generally be interpreted: an unexpected and undesirable event that disrupts the process that has been arranged from an activity. Mangkunegara (2009), and Masjuli et all (2021) work safety indicates safe conditions or surviving suffering, damage or loss in the workplace. Occupational Safety and Health (OHS) has also been stated in Law Number 13 of 2003 which affirms that every worker / worker has the right to get protection for occupational safety and health. According to the International Labor Organization (ILO), Occupational Safety and Health is an effort to maintain and improve the highest level of physical, mental and social welfare for workers in all positions, prevention of health deviations among workers caused by working conditions, protection of workers in their work from risks due to adverse health factors, placement and maintenance of workers in a working environment that is not adapted to

physiological and psychological capabilities. Based on the description of the theory that has been described earlier, what is meant by occupational health and safety standards is a measure of quality used in ensuring employees in a company carry out various work processes in a system that prevents them from work accidents and things that can threaten the health of employees because of the effects of work activities.

PT ABC has a quality management system related to the implementation of occupational health and safety, namely excellent operational approach. Operational Excellence (OE) is a systematic and collaborative approach to enable safe, reliable, and efficient operations. The main objective of the ABC's HSE E&P Management System is to support the implementation of HSE policies and provide a consistent approach to managing HSE issues. PT ABC has occupational health and safety standards as measured from several indicators from each stage of the PDCA cycle in the HSE field. There are several indicators used in occupational health and safety standards at PT ABC, among others: 1)Planning in the process implemented to achieve occupational health and safety standards; 2) Implementation in the process implemented to achieve occupational health and safety standards; 3) Control in the processes implemented to achieve occupational health and safety standards; 4) Evaluation in the process implemented to achieve occupational health and safety standards; and 5) Follow-up in the processes implemented to achieve occupational health and safety standards.

## METHODOLOGY

The research method used in this study is a qualitative research method that aims to determine the influence of educational background, work experience and infrastructure on the achievement of occupational health and safety standards with information literacy as an intervening variable. The research was conducted from February to March 2022. The population in this study is all employees of PT ABC in the East Java Operation Area as many as 120 personnels. The sampling technique uses a simple random sampling technique by determining the number of samples using sample calculations put forward by Slovin with a margin of error set by researchers is 5%. The number of samples in this study was as many as 89 respondents, rounded to 90 respondents. The data source in this study is PT ABC employees in the East Java Operation Area who were selected as samples to provide data related to employee information literacy and infrastructure. In addition, another data source used is the results of the evaluation of the achievement of PT ABC's occupational health and safety standards in the form of documents. The data collection technique used in this study is by surveying using questionnaires for respondents, documentation studies and observations. This study used outer and inner model data analysis methods using SmartPLS software version 3.2.7. Tests conducted on the outer model analysis include Convergent Validity, Discriminant Validity, Composite Reliability, Average Variance Extracted (AVE), and Cronbach Alpha. Inner Model analysis can be seen from several indicators that include the Coefficient of Determination (R^2), Predictive Relevance (Q^2) and the Goodness of Fit Test (Gof) index. Hypothesis testing uses full analysis of Structural Equation Modeling (SEM) models with smartPLS. Decision making on the acceptance of hypotheses in this study was carried out with the provision that the one tail test t-table value specified in this study was 1.645 for a significance of 0.05. For hypothesis testing using a statistical value for alpha 5% then the statistical t value used is 1.96 (Muniarti, 2013).

## RESULTS AND DISCUSSION

Respondents in this study were 90 employees of PT ABC who worked in the East Java Operasion Area mostly 84 (93.33%) men, and 6 (6.67%) women. Distribution respondents by age group were 8 person (8.89%) less than 30 years old, 30 person (33.33%) were 31-40 years old, 41 person (45.56%) were 41-50 years old, and 11 people (12.22%) were 51-60 years old. Within 90 employees, there were 14 people (15.56%) who were permanent employees and 76 people (84.44%) others were contract employees.

### Outer Model Analysis

1. **Convergent Validity.** Convergent validity testing is seen from *the loading factor* values of the indicators that measure the variable. The result of the loading factor value between the question indicator and the latent variable the loading factor value has a value of more than 0.6 so it can be concluded that the question indicator with variables in this study is valid.
2. **Discriminant Validity.** *Discriminant validity* testing can be seen by comparing the loading value on other constructs not greater than the intended construct loading value. The results of *the discriminant validity* test show that all question indicators on other constructs have a smaller loading value than the intended construct loading value so that it can be concluded that the *discriminant validity* of each indicator to its variables has been met.
3. **Composite Reliability.** Composite *reliability* testing is done by looking at the value of *composite reliability*. Data that has a composite reliability value of > 0.7 is interpreted as having high reliability. The results of *the composite reliability* value show that all research variables have a composite reliability value of more than 0.7 so it can be concluded that the data has high reliability.
4. **Average Variance Extracted (AVE).** The *average variance extracted* test is done by looking at the AVE value. Data that has an AVE value of > 0.5 is interpreted as having high reliability. The results of the AVE value show that all research variables have an AVE value of > 0.5 so it can be concluded that the data has high reliability.
5. **Cronbach Alpha.** C*ronbach alpha* testing is done by looking at the value of c*ronbach alpha*. Data that has a value of c*ronbach alpha* > 0.7 is interpreted to have high reliability. The results of the value c*ronbach alpha* showed that all research variables had a value of c*ronbach alpha* > 0.7 so it can be concluded that the data has high reliability.

### Inner Model Analysis (Structural Model)

This Inner Model analysis is used to predict the causal relationships of the variables tested in the model. The results of the inner test of the model can be seen in the following tabel 1:

**Table 1. Determination Coefficient Test Results**

| Variable | R Square | $Q^2$ | Gof |
|---|---|---|---|
| Y | 0,887 | 0,987 | 0,855 |
| Z | 0,884 | | |

**Source: Data processed (2022)**

Inner Model analysis can be seen from several indicators that include:
1. **Coefficient of Determination ($R^2$).** The change in the value of$^{R2}$ is used to assess whether the influence of exogenous latent variables on endogenous variables has a substantive effect (Ghozali, 2014). From the results of the determination coefficient test ($R^2$) seen in table 1


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obtained a value of $R^2$ above 0.50 so that it can be concluded that the exogenous latent variable has a substantive influence on endogenous variables.

2. **Predictive Relevance ($Q^2$).** The PLS model is evaluated by looking at$^{Q2}$ in measuring how well the observation value is generated by the estimated parameters as well as the model. A$^{Q2}$ value greater than 0 means the model has predictive relevance, while a value less than 0 is interpreted as a model that has no predictive relevance (Ghozali, 2014). Based on table 1 it can be seen that the relevance level value ($Q^2$) for all variables is 0.987. This means showing that exogenous constructs have great predictive relevance for their endogenous constructs.

3. **Test goodness of fit (Gof) index.** This index is developed to evaluate measurement models, structural models and provides simple measurements for the overall of the model's predictions. The GoF value is between 0 to 1, with the recommended communality value of 0.50 and the value of R square then with the interpretation of the value of 0.10 is included in the small Gof level, 0.25 medium Gof value, 0.36 cohen's large Gof value (Ghozali, 2014). The results of the GoF test are obtained from the multiplication of the average root value of communailities (AVE) with the average root value r-square, with the results of GoF calculations obtained a value of 0.855 so that it can be concluded that the model has a large GoF and the greater the GoF value, the more suitable it is in describing the research sample.

**Hypothesis Testing**

Hypothesis testing uses full analysis of Structural Equation Modeling (SEM) models with smartPLS. Hypothesis testing can be seen through t-statistical values and probability values. Decision making on the acceptance of hypotheses in this study was carried out with the provision that the one tail test t-table value specified in this study was 1.645 for a significance of 0.05. The research hypothesis is accepted if it shows a t-statistical value above the t-table value of 1.645 or p value < 0.05 and the research hypothesis is rejected if the t-statistical value is below the t-table value or p value $\geq$ 0.05. The results of hypothesis testing with smartPLS are as follows:

**1. Direct Influence**

a) There is an influence of educational background variables on employee information literacy (X1 → Z) with a value of t of 3,257.

b) There is a variable effect of karywan's work experience on employee information literacy (X2 → Z) with a value of t of 2,113.

c) There is no variable effect of infrastructure on information literacy (X3 → Z) with a value of t of 3,096.

d) There is a variable effect of employee information literacy on the achievement of occupational health and safety standards (Z → Y) with a value of t of 3,418.

e) There is a variable influence of educational background on the achievement of occupational health and safety standards (X1 → Y) with a value of t of 2,484.

f) There is a variable influence of employee work experience on the achievement of occupational health and safety standards (X2 → Y) with a value of t of 0.009.

g) There is a variable effect of work infrastructure on the achievement of occupational health and safety standards (X3 → Y) with a value of t of 3,690.

**2. Indirect Influence**

a) There is a variable influence of educational background on the achievement of occupational health and safety standards through information literacy (X1 → Z → Y) with a value of t of 2,028.

b) There is a variable influence of work experience on the achievement of occupational health and safety standards through information literacy (X2 → Z → Y) with a value of t of 2,190.
c) There is no variable influence of work experience on the achievement of occupational health and safety standards through information literacy (X3 → Z → Y) with a value of t of 0.008.

**3. Total Influence**

a) There is an influence of educational background variables on employee information literacy (X1 → Z) with a value of t of 5,374.
b) There is an influence of employee work experience variables on employee information literacy (X2 → Z) with a t value of 2.113.
c) There is no influence of the infrastructure variable on information literacy (X3 → Z) with a t value of 5.282.
d) There is an influence of employee information literacy variables on the achievement of occupational health and safety standards (Z → Y) with a t value of 3.418.
e) There is an influence of the educational background variable on the achievement of occupational health and safety standards (X1 → Y) with a t value of 1.976.
f) There is an influence of the employee work experience variable on the achievement of occupational health and safety standards (X2 → Y) with a t value of 0.009.
g) There is an influence of work infrastructure variables on the achievement of occupational health and safety standards (X3 → Y) with a t value of 3.690.

## DISCUSSION

### The influence of education on employee information literacy

Based on the results of hypothesis testing in table 1, it can be known that educational background affects employee information literacy. This shows that the educational background of employees affects the ability of employees to obtain, manage and use information appropriately, selectively and effectively, and manifest it in work. Lloyd (2006) who said that information literacy in the workplace is a learning process in the form of a specific context that connects the source of information with the work practices needed to access it. One of the processes that occur in education is the process of transfer of learning or transfer of knowledge. It is through this transfer of knowledge that one gains new knowledge and knowledge. One form of science is information. The same process also occurs in PT ABC employees, where all employees have taken education and training relevant to the work they are currently working on. The information obtained by employees from the education and training process is what makes the information literacy of each employee increase related to aspects of their work at PT ABC. The results of the hypothesis test which resulted in the conclusion that educational background affects employee information literacy showed that educational background has an important role in the process of implementing work carried out at PT ABC.

### The effect of employee work experience on employee information literacy

Based on the results of hypothesis testing in table 1, it can be known that employee work experience affects employee information literacy. This suggests that work experience will help improve employee information literacy. An employee who has more work experience will certainly better understand what to do when facing problems. In addition, employees who already have more work experience will definitely be faster at work and do not have to adapt to the tasks carried out (Andi Basuki, 2009). An employee who has more work experience


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certainly also has more information about the process of carrying out work, information about the tools and materials used in work, information about the standards of work implementation, as well as the technology used in the process of carrying out the work. A person's information literacy can increase along with the increase in experience that he goes through. From an event or event experienced by a person, it becomes a learning experience that naturally provides new knowledge for a person. This new knowledge is what adds to a person's information literacy. This is also the case with employees at PT ABC. Employees who do work every day, will gain new knowledge and information about the work they do. This will make the literacy of employee information related to his work becomes more.

**The influence of infrastructure on information literacy**

Based on the results of hypothesis testing in table 1, it can be known that infrastructure has no effect on information literacy. This shows that work facilities or any equipment provided by the company to facilitate and also carry out the work done by employees does not affect the ability of employees to get, manage and use information appropriately, selectively and effectively, and manifest it in work. This can happen for several reasons, such as the lack of precise use of infrastructure provided by the company by employees in improving employee information literacy, and there is a possibility that employees only use facilities and infrastructure to simply complete tasks according to the procedure for using existing infrastructure. PT ABC has provided various infrastructure in order to facilitate the implementation of the work of its employees. However, in the development of information literacy, infrastructure has no effect. It can be caused by a discrepancy in infrastructure with the needs of employees to get information.

**The influence of literations of employee information on the achievement of K3 Standards**

Based on the results of hypothesis testing in table 1, it can be known that employee information literacy affects the achievement of occupational health and safety standards. These results show that information literacy is a decisive variable in the process of achieving occupational health and safety standards at PT ABC. PT ABC employees have information about the implementation of their work, which is obtained from academic and work experience, and used in the process of carrying out their work. PT ABC employees have information literacy formed from the educational process that they have gone through before through various levels of education. Information owned by employees, processed and used in the process of carrying out work, including in the process of ensuring the implementation of work away from work accidents, and still able to maintain the health of employees who carry out work. This process is what makes information literacy play an important role in achieving occupational health and safety standards. PT ABC employees do work, not only based on work implementation standards, but also prioritize their safety and health while doing work.

**The influence of educational background on the achievement of K3 Standards**

Based on the results of hypothesis testing in table 1, it can be known that educational background has an influence on the achievement of occupational health and safety standards. Educational background can be seen from two sides, namely the conformity between the field of science taken with the field of assignment and the level of education. Conformity between the field of science and the field of tasks carried out by employees is able to improve the achievement of occupational health and safety standards because it places and maintains workers in a work environment. The level of education will

determine the depth and breadth of knowledge of employees related to how to work, including other information related to the process of carrying out their work. Sedarmayanti (2007) argues that the level of education has an important influence in the formation of work behavior and one's mindset, so that in the implementation of employee performance at the level of education has an important influence. It is also expected to improve the achievement of occupational health and safety standards. In this case, PT ABC employees who have a certain level and type of education, use their experience and information obtained from formal education pathways in the work process, so that occupational health and safety standards can also be achieved.

**The influence of employee work experience on the achievement of standards**

Based on the results of hypothesis testing in table 1, it can be known that employee work experience affects the achievement of occupational health and safety standards. An employee who has more work experience will certainly better understand what to do when facing problems because they have studied repeatedly and faced a variety of varied work situations so that they have more knowledge about how and attitudes in dealing with work. . Employees who better understand what to do in carrying out tasks can further improve the achievement of occupational health and safety standards because in the process of working, they know more about various ways and techniques, as well as attitudes in facing and completing work. In addition, employees who already have more work experience will definitely be faster at work and do not have to adapt to the tasks carried out (Andi Basuki, 2009). PT ABC employees, most of whom already have work experience, realize that the longer the working period and the more work experience they have, the more they will understand how to deal with, respond to and complete work in accordance with procedures, including security procedures at work, so that occupational health and safety standards can be achieved.

**The influence of infrastructure on the achievement of K3 Standards**

Based on the results of hypothesis testing in table 1, it can be known that infrastructure affects the achievement of occupational health and safety standards. The equipment and equipment used by PT ABC employees has a function to complete the work according to the will of each employee who uses it. In this case, employees not only use facilities and infrastructure to complete work, but also to ensure that the work done does not have a bad impact on their work health, but also to minimize the risk of work accidents that may occur during the work process. According to Arikunto & Yuliana (2012) stated that, facilities and infrastructure or facilities are everything that can facilitate and launch business implementation can be in the form of objects and money. In practice at PT ABC, facilities and infrastructure to ensure the safety of work and employee health are also provided. The use of infrastructure for occupational health and safety is also regulated in the procedure for the implementation of work so that automatically employees who carry out work also carry out self-security procedures. Law No. 13 of 2003 which asserts that every worker / worker has the right to get protection for occupational safety and health in order to realize optimal work productivity so that companies must provide work facilities that can provide protection to employees. PT ABC provides various health facilities and infrastructure and equipment to keep employees away from the risk of work accidents.

**The influence of educational background on the achievement of OHS Standards through information literacy**

Based on the results of hypothesis testing in table 1, it can be known that educational background affects the achievement of occupational health and safety standards through information literacy. Conformity between the field of science and the field of tasks performed by employees makes employees have a better understanding of their work, so that employees can carry out their work better than people whose background and type of education are not in accordance with the type of work. This allows employees to improve the achievement of occupational health and safety standards because they place and maintain workers in a work environment that is in accordance with their physical and psychological abilities. The process that occurs at PT ABC starts from a recruitment standard that stipulates that to fill a position or job position, it must be filled by people with relevant abilities, as measured by the suitability of the type and level of formal education. This is done to ensure that someone who carries out a certain job, has good information literacy related to the work. The existence of good information literacy from employees who carry out tasks, will support the achievement of occupational safety and health standards because employees already know how work should be done at the lowest risk and do not have a bad impact on the health of the employee himself.

**The influence of employee work experience on the achievement of OHS Standards through information literacy**

Based on the results of hypothesis testing in table 1, it can be known that employee work experience affects the achievement of occupational health and safety standards through information literacy. Employees who better understand what to do in carrying out tasks can further improve the achievement of occupational health and safety standards. A person's experience will increase their information literacy. This also happens to employees at PT ABC who the more work experience, the better the information literacy. This is due to the learning process that has been passed repeatedly through the implementation of work. An employee who has more work experience will certainly better understand what to do when facing problems. In addition, employees who already have more work experience will definitely be faster at work and do not have to adapt to the tasks carried out (Andi Basuki, 2009)**.** One of the information in employee information literacy is information about the standard of work implementation. The literacy of one's information to the process of carrying out work becomes important to ensure that one can carry out the work in accordance with applicable procedures. This is done so that the process of carrying out work is carried out in the most efficient and effective way, and away from the risk of failure, including work risks that may occur at the time of work implementation. This also applies to occupational health and safety standards, where a person's literacy will determine the extent of achievement of occupational safety and health standards, including at PT ABC.

**The influence of infrastructure on the achievement of K3 Standards through information literacy**

Based on the results of hypothesis testing in table 1, it can be known that infrastructure has no effect on the achievement of occupational health and safety standards through information literacy. Campbell (2010) states that many employers are unaware there is a literacy skills problem in their employees. When health and safety issues occur, the first response is to review policies and procedures to see why they occur. However, the fact that happened to PT ABC is that infrastructure does not have a significant impact in the process of building employee

information literacy. Pt ABC employee information literacy is formed based on work experience and education experienced by employees, both judging from the level and from the type of education woven by employees. One of the information in employee information literacy is information about the standard of work implementation, as well as the technology used in the process of carrying out work. The information is expected to ensure the employees safety and prevent them from work accidents and things that can threaten the health of employees because of the effects of work activities. However, the fact that occurred at PT ABC, employees did not obtain information about occupational health and safety standards from the infrastructure provided. The infrastructure provided, only used by employees to complete their work.

## CONCLUSIONS

Based on the result of the research, there are several conclusions:
(1.) Educational background has an influence on the achievement of occupational health and safety standards at PT ABC.
(2.) Educational background influence the information literacy of PT ABC employees.
(3.) Work experience influence the performance of occupational health and safety standard at PT ABC.
(4.) Work experience influence the information literacy of PT ABC employees.
(5.) Infrastructure influence the performance of occupational health and safety standards at PT ABC.
(6.) Infrastructure has no influence to the information literacy of PT ABC employees.
(7.) Employee information literacy influence to performance of occupational health and safety standards at PT ABC.
(8.) Educational background through information literacy influence the performance of occupational health and safety standards at PT ABC.
(9.) Work experience through information literacy influence the performance of occupational health and safety standards at PT ABC.
(10.)Infrastructure through information literacy has no influence to performance of occupational health and safety standards at PT ABC.

## SUGGESTION

There are several recommendations based on the results of this research:
(1.) PT ABC in particular, and other companies in general, need to provide infrastructure that can be used to develop employee information literacy so that employees are better informed which will have an impact on achieving occupational health and safety standards such as the provision of internet and websites containing information related to work carried out by employees, not just general company information.
(2.) PT ABC in particular, and other companies in general, need to design and implement programs, activities and campaigns in order to improve worker information literacy by providing stimulus in the form of employee appreciation and recognition.
(3.) PT ABC in particular, and other companies in general, need to maintain, and even improve the standards and criteria of employee acceptance on aspects of educational background and work experience in order to obtain employees who are able to work in accordance with the company's performance standards.
(4.) Researchers who conduct research in the same field, are expected to add other variables to test their effect on the achievement of occupational health and safety standards and will be


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obtained more comprehensive scientific information regarding what variables affect the achievement of occupational health and safety standards in a company.
(5.) Researchers who conduct research in the same field, are expected to carry out similar research with different research objects because each company has different standards and criteria for employee acceptance and infrastructure.

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