The Influence of Management Knowledge, Employee Attitudes, Work Discipline through Decision Making on Occupational Health and Safety Management at PT Indonesia Comnets Plus

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ARTICLE INFO	ABSTRACT
	This study aims to determine and analyze management knowledge, employee attitudes, work discipline through decision making on OHSM at *PT Indonesia Comnets Plus*. In this study, there was a sample population taken from field workers totaling 98 workers, all of these workers were pulling engineering workers, fiber optic cable installations. The sample selection technique used in the study was saturated sampling where the entire population was sampled. The data analysis technique used is path analysis and hypothesis testing in this study using the partial test (t test) and the coefficient of determination test using the SPSS program. The results obtained from the data analysis of this study explain that there is a positive influence on Management Knowledge, Employee Attitudes, Work Discipline through Decision Making on Health and Safety Management after the research is used as a mediating variable. in this study it was found that management knowledge about OHSM can produce a good impact in the implementation of work discipline, as well as employee attitudes towards greatly affect the implementation of OHSM in the company.

INTRODUCTION

To handle or minimize the occurrence of an increase in work accidents in Indonesia and ensure that the company is capable of OHSM, which refers to PP no. 50 of 2012, where every company is required to implement OHSM. To carry out government efforts by reducing the occurrence of work accidents in the workplace and ensuring this, the company must do OHSM in the company. In addition, the achievement of companies in establishing a functional, systematic occupational health and safety management (OHSM) system varies (Nordlöf, Wiitavaara, Högberg, & Westerling, 2017).

PT Indonesia Comnets Plus (ICON+) is one of the subsidiaries of PT PLN (Persero) whose work is a high risk, where the scope of work is to install Fiber Optic cables in high-voltage and low-voltage areas as well as at high altitudes, such as in PT PLN (Persero) Groups, PT Pertamina (Persero), PT Transport Gasi Indonesia, and other state-owned companies. The job is a job that has a very high job risk. PT Indonesia Comnets Plus has committed and will implement the OHSM system with this work.

ICON+ has started the application of OHSM from 2017 to 2019 and got an achievement score on 166 criteria, 85.7% achieved a Gold Certificate, which the Ministry of Manpower and Transmigration ratified. The implementation has not gone well in the company, where the programs that will run are

part of the effort to fulfill the safety and safety management criteria that must be met. In fulfilling the evidence document, PT Indonesia Comnets Plus has only achieved a minimum score of 166 criteria. From the evidence that has been fulfilled, it is still only 70 pieces of evidence. There are still 94 pieces of evidence that have not been met, and to get a certificate of gold value (gold certificate), one must fulfill all the evidence.

Over time the implementation of OHSM in 2017-2019 ICON+ has an increase in work accident cases. In the accident case data obtained as follows: zero (0) cases in 2017 as many as 1 (one) case in 2018, and in 2019 as many as 4 (four) cases of these cases have identified and shown that the cause is the result of Human error.

In connection with the above, in making decisions, supervisors in the field are still not firm in implementing OHSM implementation in field. Moreover, the construction sector is one of the most important contributors to gross domestic product (GDP) in most industrialized countries, and it also has a substantial impact on worker health and safety (Yoon et al., 2013). In carrying out and implementing OHSM accurate and firm decisions are also needed to maximize the application of OHSM in the company because there is still leeway from field supervisors and management in implementing OHSM in the field.

Based on the problems above, it will also affect how disciplined we are in following the applicable procedures, both the correct use of PPE the fulfillment of work documents, there is also much fulfillment of work documents that are not following their work, and this also violates the operational standards that have been set. Determined, this lack of discipline is also due to the lack of firm leadership in decision-making on the application of OHSM, so that many workers in the field will also feel that their supervision is still lacking and make field workers violate discipline, this can be seen from the inspection data in the field, it turns out that there are still many undisciplined workers.

The above problems will impact the attitude of workers in the field because of the lack of disciplined workers, making workers do work with an unsafe attitude, which endangers workers in doing their work. This problem can also be seen from the number of workers who do work using safety belts, even though in the regulations safety belts are no longer allowed to be used and what should be used is a full-body harness double screened, this also reflects that the attitude of workers towards the rules that their supervisors do not confirm feels lenient and does not comply with the work rules and the use of PPE.

From the attitude problem above, it cannot be separated from the problem of workers' knowledge in implementing OHSM in the field, from the socialization data that ICON+ itself has carried out, it turns out that the knowledge of workers in doing work and also the knowledge related to standard operating procedures is still poorly understood, both in terms of implementation and procedures for its application, This problem can be seen from some of the Job Safety Analysts that have been done or fulfilled by workers, it is still not understood how the filling should be done and how to identify hazards that should be done when supervisors or workers find a source of danger. This can also be seen from the job reporting inputted into the application that attaches the type of work or job status Open and Close, not recorded or reported in whole or 100%. This shows that workers still do not understand what the report means.

This problem is also supported by research that supports the assessment of attitudes towards implementation and decision-making based on commitment, that employee attitudes towards OHSM commitment are very supportive or significant positive" (Oktorita, Rosyid, Lestari, & Mada, 2015), in contrast to the results of the following research. Namely, two indicators affect knowledge of OSH, OSH training and OHSM, which have an insignificant negative influence on unsafe work attitudes (Syamtinningrum, 2017).

Based on the phenomena above and the theoretical gap above, it can be seen that the problems contained in ICON+ are seen from the level of discipline that is still lacking so that the implementation of the OHSM program does not go well, and decision making in carrying out supervision is also still not being implemented. The attitude of workers who do not comply in the use of appropriate PPE, as well as in providing reporting on work that is not carried out optimally, from these problems it can also be seen that there are still many levels of knowledge among workers in carrying out the process of fulfilling Standard Operating Procedures such as completeness of Job Safety Analysis and Working permits. Who still do not understand how to fill it out. Thus implementing the work not carried out correctly.

With these problems, I am interested in taking research at ICON+, where I will also provide input to the company to achieve maximum implementation targets in occupational safety and health management, and make the author want to

do research entitled "The Influence of Management Knowledge, Work Attitudes and Employee Discipline Through Decision Making on Occupational Health and Safety Management at PT Indonesia Comnets Plus."

The objectives to be achieved in this research are:
a. To determine the effect of management knowledge variables on decision-making
b. To determine the effect of employee attitude variables on decision-making
c. To find out the effect of work discipline variables on decision-making
d. To determine the influence of knowledge management variables on occupational safety and health management
e. To determine the effect of work discipline variables on occupational safety and health management
f. To find out the effect of Decision Making Variables on occupational safety and health management

Research hypothesis:
H1: Management Knowledge Affects Occupational Health and Safety Management.
H2: Management Knowledge affects Decision Making.
H3: Employees' Attitudes towards Decision Making.
H4: Work Discipline Against Decision Making.
H5: Work Discipline on Occupational Health and Safety Management.
H6: The Influence of Decision Making Variables on Occupational Safety and Health Management

METHOD
The study process data using the Path Analysis Method by describing causes and effects. The data used are quantitative data using questionnaires, supported by secondary and interviews and supporting data from this research.

Total sampling is a technique sampling where the number of samples is the same as the population. Reason take total sampling because the total population is less than 100. So the number of samples in this study were 98 people in one month (Sugiono, 2016).

Data collection technique
Sugiyono (2019) mentioned in terms of and ways of knowing how to collect data, and it can be done in the following ways.
a. Questionnaire

This method uses data retrieval by providing several statements to the data source as the answerer to the question.
b. Interview
It is a technique of collecting data that underlies the information about yourself or self-report obtained directly by asking the respondent directly face to face.
c. Observation
Observation is a method of collecting data by observing the research object at the research location.

Data analysis technique
1. Test Instruments and Validity
Validity is a way to consider an essential benchmark in testing the quality of the instrument as a benchmark (Azwar, 2015). Based on further developments, validity is always seen as a characteristic of test scores.

Azwar (2015) said that the validity test was high if the test was carried out with its size to give accurate results. In assessing this method, each statement item can be seen from the value in each question item for each item. A minimum requirement that is considered to have met the validity criteria is if the score or value of the discriminatory power of items is 0.3. So, between the correlations of each item with an overall score > 0.3, then the item of the instrument cannot be used as a data collection instrument.

This validity or validity test can determine to what extent the benchmark value can assess the thing to be measured. The analysis is carried out

$$r = \frac{n(\sum XY) - (\sum X)((\sum Y)^2)}{\sqrt{[n \sum X2 - (\sum X2][nXY^2 - (\sum Y)^2]}}$$

using the "product moment" correlation formula or the calculated r value:

Information:
r_{xy} = Correlation Coefficient Value
n = Number of respondents
X = Item Score X
Y = Total Item Score X

2. Rehabilitation Test
This rehabilitation analysis is commonly used as to whether the instrument can measure consistently. This measure can be reliable if it produces results that do not change or are regular. This rehabilitation was analyzed using Cronbach's alpha. The formula is said to be

reliable if Cronbach's alpha > 0.60 (Ghozali, 2005).

This test is to find reliability with instruments whose scores have a range of values, for example, in the form of a scale of 1 - 3, 1 - 5 or 1 - 7 and so on. This formula can be written as follows:

$$r_{11} = \left(\frac{k}{k-1}\right)\left(1\frac{\sum ab\,2}{\sigma t^2}\right)$$

r_{11} = Instrument Rehabilitation
k = Large number of items
∑ = Number of Item Variants
σ^2_t = Total Variant

3. Hypothesis Test

In testing a suggested hypothesis and intervening, it can mediate independent of the dependent, using linear regression analysis and path analysis. Path analysis is a way of expanding multiple regression analysis, which means the use of regression analysis is used to determine the relationship between the variables used previously (Baihaqi, 2010).

In connection with this in the test that has been proposed, the researcher can use the determinant coefficient test, or it is formulated as the R2 test, and the individual parameter test is formulated as the t statistic test (Ghozali, 2005). This test is carried out using the significance level =5%. It can be said that the acceptance or rejection of this hypothesis is carried out with criteria if it is significant = 5% < of the hypothesis, it is said to have no significant or positive effect, while if it is significant = 5% of the hypothesis, it is said to have a significant positive effect.

The data that has been obtained will be processed using a desktop application for computers, namely the IBM Statistical Package for Social Sciences (SPSS). So the conclusion on the hypothesis based on the t-test can test how significant the independent is to the dependent. The regression assessment can be estimated in a path analysis model, which is compared with the correlation matrix observed as a variable. Interpretation of the results of data processing are:

a. Direct effect: this test is carried out using the t-test to know the effect of each part of X on Z.

b. Indirect effect: this effect is used to understand an indirect relationship to the coefficient of the first path with the R2 test. The multiplication can produce a coefficient more significant than the direct relationship coefficient, which means Y is intervening.

From the explanation above, it can be concluded that the hypothesis is

a. Hypothesis: H_0: β_i = 0, meaning that each variable has no significant effect on the related variable.

b. Hypothesis: H_0: β_i ≠ 0, meaning that each variable has significant effect on the related variable.

c. If Probability > α=5% or t-statistic ≤t-table then the independent variable is not significant to the dependent variable (H_0accept, H_a reject)

d. If the probability < α=5% or t statistic > t table, then the independent variable is not significant to the dependent variable (H_0 rejects, H_a accepts).

RESULTS AND DISCUSSION
Validity test
The test is used to understand whether the questionnaire that will be compiled to the respondents is said to be valid or not. The researchers will conduct trials on 30 respondents using validity and reliability testing

Table 1
OHSM Variable Validity Test Results

Question Number	r-statistic	r-table	Information
1	0,646	0,361	Valid
2	0,595	0,361	Valid
3	0,361	0,361	Valid
4	0,526	0,361	Valid
5	0,745	0,361	Valid
6	0,848	0,361	Valid
7	0,566	0,361	Valid
8	0,649	0,361	Valid
9	0,726	0,361	Valid
10	0,804	0,361	Valid

Source: Data analysis results, 2020

The value of the Pearson product-moment correlation coefficient, for the OHSM variable, it can be seen that all statements r statistic > r table 0.361, it can be concluded from all statements are valid. The value of r table with an error level of 95% or a significance of 5%, based on the results of respondents, because n = 30, the r-table value is 0.361. Based on the data above, it can be described that in question number 10, with a calculated r-value, the highest value is 0.804 with the question "Wearing Personal Protective Equipment Appropriate to the Work." The respondent's question number 3 has a lower r-value of 0.361 with the question "Checking the electric voltage with a digital device."

Table 2
Validity Test Results of Decision Making Variables

Question Number	r-statistic	r-table	Information
11	0,721	0,361	Valid
12	0,662	0,361	Valid
13	0,850	0,361	Valid
14	0,809	0,361	Valid
15	0,411	0,361	Valid
16	0,725	0,361	Valid
17	0,830	0,361	Valid
18	0,428	0,361	Valid

Source: Data analysis results, 2020

The value of the Pearson product-moment correlation coefficient for the decision-making variable can be described as all statements r statistic > r table 0.361, so it can be concluded that all statement items are valid. The value of r table for an error level of 95% or a significance of 5% based on the results of respondents because n = 30, then the value of r table is 0.361. Based on the data above, it can be described that in question number 13, with a calculated r-value, the highest value is 0.850 with the question "Workers identify the hazards of the work to be done." In the respondent's question, number 15 has a lower r-value of 0.411 with the question " Workers choose several alternatives in doing their work.

Table 3
Work Discipline Variable Validity Test Results

Question Number	r-statistic	r-table	Information
19	0,598	0,361	Valid
20	0,371	0,361	Valid
21	0,812	0,361	Valid
22	0,720	0,361	Valid
23	0,744	0,361	Valid
24	0,678	0,361	Valid
25	0,598	0,361	Valid
26	0,746	0,361	Valid
27	0,580	0,361	Valid
29	0,645	0,361	Valid
30	0,431	0,361	Valid

Source: Data analysis results, 2020

The value of r table for an error level of 95% or a significance of 5% based on the results of respondents because n = 30, then the value of r table is 0.361. The value of the Pearson Product Moment Correlation Coefficient, for the work discipline variable, shows that all statements r statistic > r table 0.361, so it can be concluded that all statements are valid. Based on the table data above, it can be described that in question number 21, with a calculated r-value, the highest value is 0.812 with the question "Doing work according to the specified time." The respondent's question number 20 has a lower r-value of 0.371 with the question "Workers adjust the number of hours worked 48 hours during the week".

Table 4
Employee Attitude Variable Validity Test Results

Question Number	r-statistic	r-table	Information

31	0,758	0,361	Valid
32	0,748	0,361	Valid
33	0,810	0,361	Valid
34	0,756	0,361	Valid
35	0,617	0,361	Valid
36	0,746	0,361	Valid
37	0,556	0,361	Valid
38	0,495	0,361	Valid

Source: Data analysis results, 2020

The value of r table for an error level of 95% or a significance of 5% based on the results of respondents because n = 30, then the value of r table is 0.361. The value of the Pearson product-moment correlation coefficient for the employee attitude variable shows that all statements of the value of r statistic > r table are 0.361, so it can be explained that all questions are valid. Based on the table data above, it can be described that in question number 33, with a calculated r-value, the highest value is 0.810 with the question "Workers do work without coercion," and the respondent's question number 38 has a lower r-value of 0.495 with the question "Workers do the job suddenly."

Table 5
Validity Test Results of Knowledge Management Variables

Question Number	r-statistic	r-table	Information
39	0,863	0,361	Valid
40	0,964	0,361	Valid
41	0,863	0,361	Valid
42	0,964	0,361	Valid
43	0,790	0,361	Valid
44	0,964	0,361	Valid
45	0,389	0,361	Valid
46	0,964	0,361	Valid
47	0,900	0,361	Valid
48	0,900	0,361	Valid

Source: Data analysis results, 2020

The value of the Pearson product-moment correlation coefficient for the knowledge management variable shows that all statements r statistic > r table 0.361, so it can be explained that all statements are valid. The value of r table for an error level of 95% or a significance of 5% based on the results of respondents because n = 30, then the value of r table is 0.361. Based on the table data above, it can be described that the questions number 40, 42, 44, and 46 with the calculated r-value have the highest value of 0.964 with the question for number 40, "Do workers socialize the work to be done," question number 42 "whether supervisors conduct socialization on the use of work tools," question number 44 "Do workers report work following the work done" and number 46 "Do workers do work in accordance with their work compensation." In contrast, the respondent's question number 45 has a lower r-value. I.e., 0.389 with the question "Are workers doing work without using PPE."

Reliability Test
This test is carried out to understand the reliability of a question and to measure the accuracy or consistency of an instrument for each question. The test is intended to ensure that the instrument is good, stable, stable and dependable so that it can be used repeatedly and will get the same results.

Table 6
Reliability Test Results

Variable	alpha cronbach's	Description
Occupational Health and Safety Management	0,825	Reliable
Decision Making	0,823	Reliable
Work Discipline	0,849	Reliable
Employee Attitude	0,831	Reliable
Management Knowledge	0,954	Reliable

Source: Data analysis results, 2020

Based on the description of the data above, it can be seen that OHSM has a Cronbach alpha value of 0.825. Decision-making has a Cronbach alpha value of 0.823. Work discipline has a Cronbach alpha value of 0.849. The employee attitude variable has a Cronbach alpha value of 0.831. In contrast, the management knowledge variable has a Cronbach alpha value of 0.954, so it can be concluded based on all variables with a Cronbach alpha value > 0.6. It can be concluded that the variables above are reliable.

Path Analysis
First Equation Model

In the second model to determine the effect of Management Knowledge (X1), Employee Attitude (X2), Work Discipline (X3) on Decision Making (Z). The results of the analysis of the first model are in the table results.

Table 7
First Model Path Results

	Coefficient^a				
Model 1	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	14.0	2.728	-	5.159	.000
Work Discipline	.240	.063	.398	3.810	.000
Employee Attitudes	.212	.097	.229	.2.189	.031
Management Knowledge	.254	.112	.185	2.261	.026

Source: Data analysis results, 2020

From table 7, it can be explained that the linear regression equation is $Z = 14{,}712 + 0{,}240X_1 + 0{,}212X_2 + 0{,}254X_3$. From this regression can be interpreted as follows:

a. Constant Value

The value obtained from the constant is 14.075, indicating that if there is no management knowledge (X1), employee attitude (X2) and work discipline (X3), then decision making (Z) has an effect of 14.075.

b. The Effect of Work Discipline on Decision Making

T-statistic value was 3.810 with a significant result of 0.000. The results obtained from table t with df = 96 with a significant level of 5% are t - table = 1.660. Because the results of t - statistic > t - table or 3,810 > 1,660 so it can be described that hypothesis I can be accepted, namely work discipline, has a positive influence on decision making.

c. The Influence of Employee Attitudes on Decision Making

T-statistic value is 2.189, with a significant result of 0.031. From table t with df = 96 significant level 5% obtained value t - table = 1.660. Because the value of t - statistic > t - table or 2,189 > 1,660, it can be concluded that research hypothesis II is accepted. Namely, employee attitudes have a positive effect on decision-making.

d. The Effect of Management Knowledge on Decision Making

T-statistic value was 2.261 with a significant value of 0.026. From table t with df = 96 significant level 5% obtained value t - table = 1.660. Because the value of t - statistic > t - table or 2.261 > 1.660 so it can be described that hypothesis III is acceptable, namely Management Knowledge has a significant effect on decision making that management knowledge uses the Gucttmant scale measurement method due to determine the level of knowledge of workers in the field.

To know the value of the coefficient of determination can be seen in the results of table 8.

Table 8
The results of the coefficient of determination of the first model

	Model Summary			
Model 1	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.615	.378	.359	2.753

Source: Data analysis results, 2020

From the value of the coefficient of determination of 0.378, it means that work discipline, employee attitudes and management knowledge can only explain the variability or diversity of decision making by 37.8% and the rest (100%-37.8%) = 62.2% is determined by things others not investigated.

Second Equation Model

This second way to determine the effect of Knowledge Management (X1), Work Discipline (X3), on Occupational Safety and Health Management (Y) the results of the second model analysis can be seen in the results below.

Table 9
Second Model Path Analysis Results

Model 2	Coefficientᵃ				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	18.582	2.915		6.374	.000
Work Discipline	.462	.054	.649	8.565	.000
Management Knowledge	.310	.160	.147	1.945	.050

Source: Data analysis results, 2020

From these results, it can be described that the results of the linear regression equation above are Y = 18,582 + 0.462 X3 + 0.310 X1. The regression can be interpreted as follows:

a. Constant Value

The value obtained from the constant is 18,582, indicating that if there is no Work Discipline (X3), Management Knowledge (X1), the Occupational Safety and Health Management (Y) is 18,582.

b. Effect of Work Discipline on OHSM

T-statistic value is 8.565, with a significant value of 0.000. From table t with df = 96, a significant value of 5% is obtained by the value of t - table = 1.660. Because the value of t-statistic > t - table or 8.565 > 1.660 can be explained again on the hypothesis that works discipline has a significant effect on OHSM.

c. Effect of Management Knowledge on OHSM

T-statistic value is 1.945, with a significant value of 0.055. From table t with df = 96, a significant value of 5% is obtained by the value of t - table = 1.660. Because the value of t - statistic > t table or 1.945 > 1.660 so that it can be concluded, the hypothesis of management knowledge has a significant effect on OHSM.

In order to know the value of the coefficient of determination can be seen the following results:

Table 10
Second model coefficient of determination results

Model 1	Model Summary			
	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.676ᵃ	.457	.446	3.023

Source: Data analysis results, 2020

The value of the coefficient of determination in the table above is 0.457, meaning that management knowledge, work discipline, and OHSM can only explain the variability or diversity of OHSM by 45.7% and the rest (100%-45.7%) = 54.3% is determined by - another thing.

Third Equation Model

In the third model to determine the effect of decision making (Z) on occupational safety and health management (Y), the results of the first model analysis can be seen in Table 11.

Table 11
Third Model Path Analysis Results

Model 3	Coefficientsᵃ				
	Unstadardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	18.162	3.216		5.646	.000
Decision Making	.754	.093	.638	8.127	.000

Source: Data analysis results, 2020

Based on table 11, we can describe the linear regression equation as Y = 18,162 + 0,754Z. From these equations, it can be interpreted as follows:

a. Constant Value

The value obtained from the constant is 18,162, indicating that if there is no Decision Making (Z), then OHSM (Y) is 18,162.

b. Effect of Decision Making on OHSM

T-statistic value is 8.127, and the significant value is 0.000. From table t with df = 96, a significant value of 5% is obtained by the value of t - table = 1.660. Because the value of t-statistic > t-table or 8.127 > 1.660, it is easy to conclude that the decision-making hypothesis affects OHSM.

To be able to understand whether the value of the coefficient of determination can be seen in Table 12.

Table 12
Second model coefficient of determination results

Model Summary				
Model 2	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.638ᵃ	.408	.401	3.142

Source: Data analysis results, 2020

In the Table 12, there is a coefficient of determination as much as 0.408, which means that decision-making can only explain the variability or diversity of OHSM by 40.8% and the rest (100%-40.8%) = 59.2% is determined by other things which were not researched.

After being carried out on the first model, second model and third model, it can be summarized to find out the path analysis can be described as follows.

Table 13
Summary of Path Analysis Results

Path	Direct	Indirect	Total effect	$t_{statistic}$	t_{table}	Desc
Management knowledge -> OHSM	0,139	-	-	2,061	1,660	S
Management knowledge-> Decision Making	0,185	-	-	2,261	1,660	S
Employee attitude -> Decision making	0,229	-	-	2,189	1,660	S
Work Discipline -> Decision making	0,398	-	-	3,810	1,660	S
Work Discipline -> OHSM	0,303	-	-	8,565	1,660	S
Decision making -> OHSM	0,401	-	-	8,127	1,660	S

S = Significant
Ns = Non Significant

Discussion

1. Influence of management knowledge on decision making

Management knowledge in decision making is based on the results of the standard coefficient with a total of 0.185 and t statistic with a total of 2.261. Because t-statistic > 1.660, the result is H_0 = rejected and H_1 = accepted, where the decision making influences decision making on PT Indonesia Comnets Plus, field workers.

Knowledge management process is a systematic approach to be managed as intellectual assets and other information that the use of knowledge is also essential to make company decisions so that this research follows the theory put forward (Nawawi, 2012).

It is appropriate that there is a positive influence on decision-making knowledge. Factors Affecting Investors In Making Securities Investment Decisions on the IDX (Septyanto Dihin, 2013).

2. The Effect of Management Knowledge on OHSM

The effect of management knowledge on OHSM based on the results of the standard coefficient is 0.139, and the t statistic is 2.061. Because t-statistic > 1.660 then H_0 = rejected, it means that management knowledge influences OHSM on ICON+ employees.

Therefore this is also in PP No. 50 of 2012, which states that when conducting and implementing OHSM, companies must have a knowledge base by participating in OHSM training.

The findings of this study are in line with research (Ahmad, et al., 2012) entitled "Knowledge, Practice Related and Attitude to Occupational Health and Safety among textile mills workers in Dera Ismail Khan that knowledge has a significant positive effect on K3.

However, the research above is not following the research (Syamtinningrum, 2017) that there is a negative effect on OSH knowledge and OHS training on OHS management.

3. Employee Attitude Towards Decision Making

The effect of employee attitudes on decision-making based on the results of the standard coefficient is 0.229, and the t statistic is 2.189. Because t-statistic > 1.660, then H_0 is accepted, meaning that the employee's attitude influences decision making on ICON+ field employees.

The research above is in line with research Mehboob (2012) that decision making is strongly influenced by several factors, namely behavior, guidance, career, aspirations, academics, education costs, location, reputation, promotion, and facilities.

Other sesearch is also in line with research Oktorita et al. (2015) that there is a positive influence between attitudes and decision making. This is stated in research through making OHSM policy commitments in organizations.

4. The Influence of Work Discipline on Decision Making

Directly work discipline on decision making based on the results of the standard coefficient is 0.398 and t statistic is 3.810. Because t-statistic > 1.660, H_0 is rejected, which means that work discipline influences decision-making for ICON+ field workers.

This research also aligns with the theory Afandi (2016) that work discipline influences decision-making.

This variable is also in line with research Ferzadiana, Ruliana and Ekonomi (2016) that there is a positive influence on work discipline on decision making that improves employee performance."

5. Effect of work discipline on OHSM

The direct effect of work discipline on employee OHSM based on the results of the standard coefficient is 0.303, and the t - statistic is 3.006. Because t-statistic > 1.660, then H0 = rejected and H1 = accepted, where work discipline can directly affect OHSM on ICON+ field workers.

This research is also in line with PP No. 50. of 2012, "that there is a positive influence on the application of work discipline to OHSM, which explains that OHSM implementation must be in accordance with the formulation of policies that have been determined".

The findings of this study are also in line with research Samahati et al. (2020) with the title "The Effect of K3 and Work Discipline on Productivity of Daya Expert Employees at PT. PLN (Persero) UP3 Manado" is a significant favorable influence on K3 with work discipline that can increase productivity.

6. Effect of decision making on occupational safety and health management

The direct effect of decision-making on OHSM based on the results of the standard coefficient is 0.638, and the t-statistic is 8.127. Because t-statistic > 1.660, then H0 = rejected and H1 = accepted, meaning that decision-making directly influences OHSM on ICON+ field workers.

The research is also following what is contained in the PP. No. 50 of 2012 that in making decisions on OHSM it also has a positive effect by paying attention to the decision-making method (Plan, Do, Check, Action).

Other research is also in line with research Riana Aprilia and Apriatni (2016) that positively influences organizational leadership in making decisions on occupational safety and health management.

7. Based on the education level

Based on the category of Education in this study obtained as follows; seen from various educational backgrounds in this study, there were two respondents in S1, 23 respondents in D3, and at the *SMA/SMK* (high school) education level there were 73 people, from this it can be

concluded that at the S1 education level the company can better implement how to carry out supervision in the field. The company can develop job training for SMA – S1 education levels to be more disciplined. This will also affect other levels of education with the highest number of educational backgrounds in this research. Most of the workers in the field are of high school/vocational and D3 education backgrounds, in this case, many workers are not compliant and understand how OHSM must be appropriately implemented, not only in the application of the SOP but also in the use of appropriate PPE and also the implementation of the work. Therefore, following their competence, the company can carry out consistent supervision so that field workers can do their jobs well. Thus, that the attitude of workers remains consistent in its implementation.

CONCLUSION

The results obtained in this research can be briefly described in the following conclusions.

Management Knowledge (X_1) influences Decision Making (Z) on PT Indonesia Comnets Plus field workers. This can be proven through path analysis.

Employees' attitudes (X_2) influence decision-making (Z) on PT Indonesia Comnets Plus field workers. The path analysis evidences this.

Work Discipline (X_3) influences the decision-making (Z) of PT Indonesia Comnets Plus field workers.

Management knowledge (X_1) influences the occupational health and safety management (Y) of PT Indonesia Comnets Plus field workers.

Work Discipline (X_3) influences the management of occupational safety and health (Y) of PT Indonesia Comnets Plus field workers.

Decision-making (Z) influences OHSM (Y) ICON+ field workers.

From the conclusions above, most of the influence is directed at the level of worker discipline, which has the most substantial influence among other variables, the implementation at ICON+ illustrates this, and a lack of worker discipline can indeed hinder the process of implementing the OHSM program itself because there are still many workers in the field who are still indifferent or lack good supervision so that there is a gap in the implementation of OHSM in the company. It is hope for further researchers can improve the shortcomings of this research by increasing the sample population level in the study and adding variables that have not been included in this study.

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