



The Influence of Teamwork, Occupational Safety and Health On Employee Performance With Compensation As a Moderating Variable in Crew Catering PT. XYZ at the Java Sea Offshore Platform Facility

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ABSTRACT

Performance is the quality and quantity of an employee's work in fulfilling of employee primary responsibilities as an employee in accordance with the responsibilities assigned to them. Good performance will produce satisfactory results, but poor performance will produce bad results. This is company concerns, how to achieve effective company goals through good performance. Teamwork, occupational safety and health and compensation some of the factors can affect employee performance. The purpose of this study was to examine the effect of teamwork, occupational health And safety affected by compensation as a moderating variable on employee performance.

The novelty of this study is that no prior research has discussed teamwork, occupational health and safety affected by compensation as a moderating variable on employee performance on the performance of employee in the catering crew at PT.XYZ on the offshore platform of the java sea. The limitation in this study is only to analyse the magnitude of the influence of teamwork, occupational health and safety affected by compensation as a moderating variable on employee performance on the performance of employee in the catering crew at PT.XYZ on the offshore platform of the java sea.

A questionnaire with a 10-point Likert scale as an assistance tool is used in the quantitative research method, and random sampling is used for the sampling methods. The number of samples used to test four (4) hypotheses could have been as many as 90 pieces. Path coefficients are examined for statistical significance using structural equation modeling. The results showed that teamwork had a positif and significant effect on employee performance, occupational health and safety had a positif

and significant effect on employee performance, compensation is positive and significant as a moderator of the relationship between teamwork and employee performance, while compensation is negative and insignificant as a moderator of the relationship between occupational health and safety and employee performance, according to the findings.

Keywords: Teamwork; Occupational Health And Safety; Compensation; Employee Performance.

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INTRODUCTION

Every company wants to achieve satisfactory performance in achieving the company's vision and mission. This certainly requires creativity, integrity and commitment from the team within the company to maximize what they have to achieve company goals that have been mutually agreed upon.

Today's business world really needs the ability to create high-performing employees to achieve company growth. Companies must be able to improve employee performance in the corporate environment. The success of a company can be influenced by several factors, one of which is the human resource factor, because human resources are actors at every level from planning to evaluation, and they are able to utilize other resources owned by the organization or company. Performance is the ability of a person to carry out tasks and achieve the value standard of a success that has been set by the agency for its employees in line with the job description of each employee. According to Mankunegara (2017: 67) Performance is the result of qualitative and quantitative work performed by an employee in carrying out their duties in accordance with the responsibilities given. Referring to the opinions of these experts regarding the definition of performance, it can be concluded that performance is an achievement that has been achieved by someone in carrying out their duties or responsibilities, according to the standard criteria that have been set in the job.

Decreasing employee performance or lack of improvement in employee performance can result in failure to achieve company goals which are influenced by teamwork, work motivation, work environment, and other factors. Kasmir (2016:189) and

Mahmudi (2015:21) Employee performance can affect competence, knowledge, work discipline, work motivation, work environment, job satisfaction, teamwork or teamwork, leadership, organizational culture, and company performance which is stated to be influenced by several other factors. Teamwork is a way to achieve company goals successfully and can be done through teamwork. Teamwork can encourage employees to be more motivated in completing assigned tasks. With Teamwork, besides being able to get work done quickly, ideas can be exchanged between employees.

This study focuses on the performance of employees of PT. XYZ as a catering crew who works for one of the companies at the Java Sea offshore platform facility. Employee performance is very important for an organization to try to achieve its goals, so that an organization must carry out various activities to improve it. Employee performance affects their contribution to the company. Robin (2016: 260) defines performance as the result achieved by an employee at work in accordance with the specific standards that apply to that job. Performance is the most important measure of success when companies evaluate their talent. In every company, all employees must perform well to achieve the company's vision and mission. The purpose of this study was to determine the effect of teamwork on employee performance and the effect of occupational safety and health on employee performance as well as the moderating effect of compensation on teamwork and occupational health and safety in employees of PT. XYZ as a catering crew at the Java Sea offshore platform facility.

Business Phenomena

At present the phenomena that occur in the field indicate that there are indications of factors influencing the performance of crew catering employees at PT. XYZ namely: teamwork and occupational health and safety. PT. XYZ is a company engaged in the field of catering services and service crew services at one of the companies at the Java Sea offshore platform facility. PT. XYZ itself has often provided catering services and services for oil and gas companies both offshore and onshore which have good credibility in providing services. can be trusted in providing services. In carrying out its business units, employees are employed in accordance with the positions and fields that have been determined. The number of employees working at the Java Sea offshore platform facility PT. XYZ is as follows:

Table 1
Client Satisfaction Data on Crew Catering Performance at PT. XYZ
Period 2019 – 2021

NO	CATEGORIES	SCORE/ RATING								
		2019			2020			2021		
		Satisfied %	Average %	Not Satisfied %	Satisfied %	Average %	Not Satisfied %	Satisfied %	Average %	Not Satisfied %
A.	CATERING SERVICE	88,68	11,32	0,00	82,56	17,44	0,00	75,30	28,57	0,00
B.	HOUSEKEEPING SERVICE	87,36	12,64	0,00	85,75	14,25	0,00	82,14	19,05	0,00

C.	LAUNDRY SERVICE	85,85	14,15	0,00	86,00	14,00	0,00	77,98	19,05	0,00
E.	HANDLING OF COMPLAINTS	75,84	24,16	0,00	72,97	27,03	0,00	71,13	28,57	0,00

Source: Primary Data 2022

From Table 1. above it can be seen that there are employee performance problems at PT. XYZ with a decrease in the percentage value of client satisfaction from 2019 to 2021. In the catering service category, in 2019 it received a percentage of 88.68 percent for satisfaction and decreased in 2020 to 82.56 percent or decreased by 6.12 percent, and decreased again in 2021 by 75.30 percent compared to 2020 or decreased by 7.26 percent. In the category of housekeeping services, in 2019 there was a percentage of 87.36 percent for satisfaction and decreased in 2020 to 85.75 percent or decreased by 1.61 percent, and decreased again in 2021 by 82.14 percent compared to 2020 or decreased by 3.61 percent.

In the laundry service category, in 2019 it received a percentage of 85.85 percent for satisfaction and decreased in 2020 to 86.00 percent or decreased by 1.85 percent, and decreased again in 2021 by 77.9 percent compared to 2020 or decreased by 8.02 percent. In the complaint handling category, in 2019 it received a percentage of 75.84 percent for satisfaction and decreased in 2020 to 72.97 percent or decreased by 2.87 percent, and decreased again in 2021 by 71.13 percent compared to 2020 or decreased by 1.84 percent.

In this case the researcher conducted interviews with PT. XYZ's catering crew as a pre-survey to get the right variables to be analyzed as the main factors that can affect the performance of employees. Several variables were presented in the pre-survey including compensation, HR development, occupational safety and health, teamwork, organizational culture and emotional intelligence. The following is the data obtained from the interview results:

Table 2
Recapitulation of Pre-Survey Results of PT. XYZ

VARIABLE	RESPONDENT	PERCENTAGE
Compensation	12	40 %
HR Development	2	6,7 %
Occupational Health and Safety	7	23,3 %
Teamwork	9	30 %
Organizational culture	0	0 %
Emotional Intelligence	0	0 %

Source: Primary Data 2022

Based on the results from Table 2 above, the highest percentage is in the compensation variable with a value of 40 percent with a total of 12 respondents. The second position with a percentage value of 30 percent is in the teamwork variable with a

total of 9 respondents. In the third position is the variable occupational safety and health with a percentage value of 23.3 percent with a total of 7 respondents.

From these results the researchers took the three highest variables that affected the performance of the PT. XYZ catering crew including compensation, teamwork and occupational safety and health.

Based on the phenomena of the three variables of compensation, teamwork and occupational safety and health, the authors are interested in conducting research on the Effect of Teamwork, Occupational Safety and Health on Employee Performance with Compensation as a Moderating Variable in Crew Catering PT. XYZ At the Java Sea Offshore Platform Facility.

The above concerns the decline in performance caused by the discovery of many cases of exposure to Covid-19 in Crew Catering so that it has an impact on performance. This can be used as a parameter for a decrease in employee performance because there is a decrease in the percentage from year to year covering catering services, housekeeping services, laundry services and complaint handling. So that researchers are interested in conducting research on the factors causing the decline in employee performance at PT. XYZ.

LITERATURE REVIEW

Teamwork

Teamwork according to Lawasi and Triatmanto (2017) is a way that is considered very capable of being able to unite all employees in the company in carrying out their duties and obligations in order to achieve company goals properly. Meanwhile, according to Lussier and Achua (2015) define teamwork as a unit consisting of two or more with skilled abilities that complement each other and have a commitment to expectations and goals, for which each employee is responsible for himself. Priscilla & Santika (2019) stated that teamwork is very important to improve the quality of performance and avoid misunderstandings that can arise between employees and managers. Moreover, teamwork should be practiced on the side adapted to the company. A team is a group of skill-based people who work together and complement each other to achieve the same goal (Hanafi, 2016). The work team forms coordination, so that they are able to make appropriate and effective contributions to organizations and companies (Silvani & Triatmanto, 2017). The idea put forward by Pandelaki (2018) is that teamwork is carried out by several or a group of employees who both have strategies and goals to achieve organizational goals. Kelemba et al., (2017) show that through teamwork, employees in an organization can share a lot in terms of knowledge and experience. teamwork is the activity of more than one person in an organization according to Wulandari et al., (2020). In addition, Adil & Hamid (2020) said that teamwork is an opportunity for employees to share their best ideas. Teamwork can be interpreted as an attitude in which employees try to compete fairly through experience and problem solving according to their expertise, Widiyanti et al., (2017). According to Hamiruddin et al., (2019: 142) Teamwork is a combination of individuals working together to achieve the same goals, and these goals are sometimes easier to achieve by working together than individually. Teams work very well in solving problems because working in teams makes it easier for members to deal with problems. According to Hamiruddin et al., (2019: 142) there are 4 indicators in teamwork, namely: 1. Focus on

team goals, 2. Motivate each other in completing tasks, 3. Establish cooperation among team members, 4. Coordination in the process of completing tasks .

Occupational Safety and Health (K3)

In an organization there are several aspects of employee protection, one of which is safety. Employee protection aims to make employees feel safe in their daily work in order to increase company productivity. Employees in an organization need to be protected from the problems that are around them and within themselves. These issues can overwhelm or affect the employees themselves and their job performance. According to Kasmir (2018: 266) Occupational health is an effort to keep employees healthy while working. The purpose of this definition is not to let factors in the working environment cause employees to become sick or unhealthy to work. Sutrisno in Abu Nandir (2017: 13) states that work safety is all aspects of work safety starting from what the materials and work equipment are, how the processing methods are, the workplace and the environment, and how the employees themselves do their work. Sopiah and Etta Mamang (2018: 324) health is the condition of workers who are free from mental and mental disorders due to the influence of work and environment interactions; Occupational safety is a state of being safe and protected from pain and claiming to be in good health when carrying out work, both when using tools, materials, machines, processing, packaging technology, storage, maintenance and safety in the workplace and work environment. According to Kasmir (2018), several indicators affect occupational safety and health, namely: 1. Working Conditions, 2. Health Services, 3. Work Environment.

Compensation

The provision of remuneration for employees who work has been determined and known before the employee starts his work, so that the employee definitely and clearly knows the amount of compensation he will receive. Furthermore, the company seeks to meet the needs of employees so that job satisfaction increases. Therefore, compensation is important for company employees as sellers of labor (mind and physical). According to Badriyah (2015: 164) Compensation is a form of providing direct and indirect remuneration, which can be in the form of goods or money to employees as compensation provided by employees to the company. According to Hasibuan (2017: 119) Compensation is income in the form of money, direct or indirect goods received by employees after performing their work as a reward for services provided by employees to the company. According to Marwansyah (2016: 269) Compensation is a reward or award given to employees directly or indirectly, financially or non-financially in a fair and proper manner, as a form of remuneration for achieving company goals. Following are some indicators to measure compensation According to Badriyah (2015: 164) are: 1. Salary/wages, 2. Incentives, 3. Bonuses, 4. Allowances, 5. Facilities, 6. Insurance.

Performance

Etymologically, performance comes from the word performance. According to Mangkunegara (2017), the word performance comes from the word actual performance or job performance (achievement achieved by an employee or called work performance) which can be interpreted as the result or output of an employee's work which is assessed both in quality and quantity achieved by an employee in carry out their duties and

obligations. According to Sandy (2015: 11), performance is a manifestation achieved by employees while carrying out the assigned tasks. Another understanding according to Sutrisno (2016: 151) performance or work performance is a work product that has been achieved by someone based on their work behavior in carrying out their work.

The success or failure of achieving tasks in an organization is closely related to the performance of its employees, and the achievement of organizational performance must be considered so that the company can be effective in achieving the targets and goals that have been set. According to Mankunegara (2016: 9) he argues that the performance of an employee is the result of the quality and quantity of individual work completed by the employee in carrying out tasks in accordance with the responsibilities given. According to Robbin (2016: 260) in Nur Aziz (2022: 169) Performance is the result of the achievement of employees in carrying out their work according to certain criteria that apply in the company for a job.

According to Robbins (2016: 260), performance indicators are a measure of the extent to which employees achieve their best performance. The indicators to measure employee performance are: (1) Quality of Work; (2) Quantity; (3) Timeliness; (4) Effectiveness; (5) Independence.

Hypothesis Development

The Effect of Teamwork (X1) on Performance (Y)

Companies that have employees with good teamwork will affect the company's climate in carrying out its business activities. Suppress horizontal and vertical conflicts so as to create a good work environment. With teamwork work will be completed more easily and quickly, so that the targets given will be achieved. Research conducted states that teamwork has a positive and significant effect on performance (Annisa Ayu Dira et al., 2020). Thus, our hypothesis is as follows:

H1: The better the teamwork (X1), the better the performance (Y)

Effect of Occupational Safety and Health (X2) on Performance (Y)

Companies that have good occupational health and safety (K3) will affect employees at work, because employees feel cared for by the company and will feel comfortable at work. Comfortable at work will have a direct impact on employee performance. Research that has been conducted shows that occupational health and safety (K3) has a positive and significant effect on performance (Tatit Diansari et al., 2019). Thus, our hypothesis is as follows:

H2: The better the occupational safety and health (X2), the better the performance (Y)

The Effect of Teamwork (X1) on Performance (Y) with Compensation (Z) as a Moderating Variable

In carrying out its business units, companies often provide compensation for achievements to their employees. This will spur employees to work harder and form good teamwork so that the company's targets can be achieved and it is possible that the compensation will also be large. The research that has been done shows that compensation has a positive and significant effect on the performance of the moderating variable (Joko Setyawan et al., 2021). Thus, our hypothesis is as follows:

H3: The better the teamwork (X1), the better the performance (Y) which is influenced by compensation (Z).

The Effect of Occupational Health and Safety (X3) on Performance (Y) with Compensation (Z) as a Moderating Variable

By maintaining occupational safety and health (K3) it will provide positive things for employees and the company, because by maintaining this, the company's assets are well maintained and no one is harmed either by employees or by the company. By maintaining occupational safety and health (K3) companies usually provide compensation as a way to improve employee performance. Research that has been conducted shows that compensation has a positive and significant effect on performance (Nurmalisa Dwinati et al., 2019). Thus, our hypothesis is as follows:

H4: The better the Occupational Safety and Health (X2), the better the performance (Y) which is influenced by compensation (Z)

Conceptual Framework

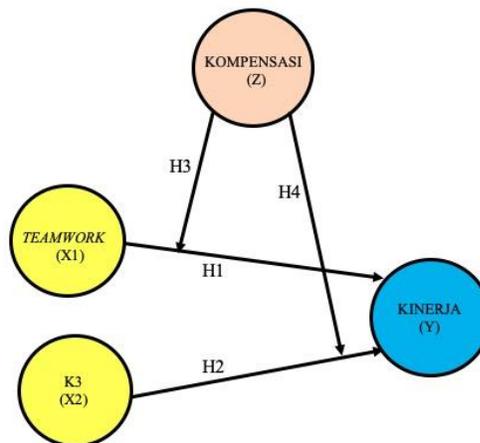


Figure 2. Research Conceptual Model

Source: Processed in research, 2022

RESEARCH METHOD

In this study, the authors used a quantitative theory approach to explain how to determine the relationship between variables. The term quantitative refers to methods based on data users, processes, hypotheses, fieldwork, data analysis, and data conclusions with the aim of improving aspects of measurement, calculation, formulas and certainty of numerical data. In this quantitative method the sample collection technique is carried out arbitrarily, using research instruments, and the information analyzed is quantitative or statistical in nature with the aim of testing the hypotheses that have been set. The research took the number of existing samples by random sampling method, namely a sample of 90 respondents taken from a random population group assisted by Microsoft Excel software, then processed using the Smart PLS Ver 3.2.9 application. The data collection method used uses 2 methods including questionnaires or questionnaires via Google form and conducting direct interviews. Questionnaire is a type of process that is formed in a random way to get

many responses, and is usually used as the most successful alternative. The measurement uses an ordinal scale using a range of values from 1 to 10. The value of 1 indicates the answer strongly disagrees and the number 10 indicates the answer strongly agrees.



Gambar 3. Ordinal Scale

RESULTS AND DISCUSSION

1. Outer Model Analysis Results

Ghozali and Latan (2015: 74) argue that an indicator is declared valid if it has a loading factor value > 0.60 . In Figure 4. below we see the value of the loading factor for the teamwork variable TW1, TW2 has a loading factor value of > 0.6 and is declared valid while TW3, TW4 has a loading factor value of < 0.6 , namely 0.581 and 0.593 and is declared invalid so that indicator should be removed. For K3 variables K31, K32, K33 have a loading factor value of > 0.6 and are declared valid. Compensation variables KP1, KP2, KP3, KP4, KP5, KP6 have a loading factor value of > 0.6 and are declared valid. For performance variables KI1, KI2, KI3, KI4, KI5 have a loading factor value of > 0.6 and are declared valid.

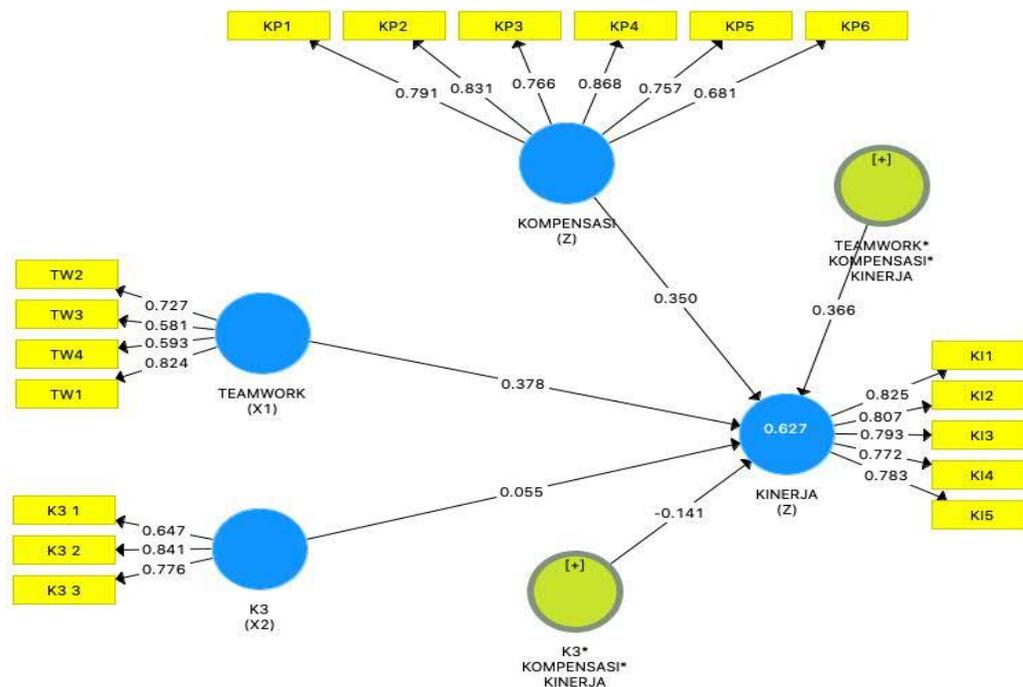


Figure 4. Validity Test (Initial Outer Model)

Source: Processed in research, 2022

The next stage after removing the loading factor value which is <0.6 , then the measurement model is obtained as follows:

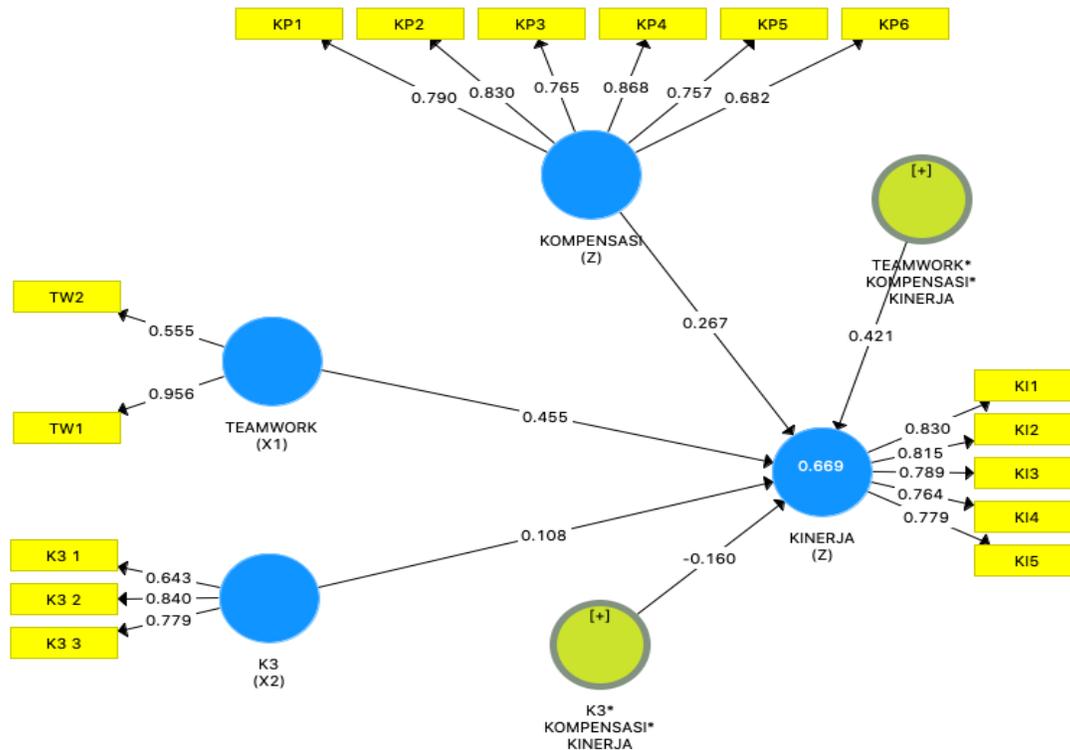


Figure 5. Validity Test (Initial Outer Model)

Source: Processed in research, 2022

In Figure 5 above, we can see the value of the loading factor of the teamwork variable TW1 has a loading factor value of > 0.6 and is stated to be valid, while TW2 has a loading factor value of <0.6 , which is 0.555 and is declared invalid, so the indicator must be removed. For K3 variables K31, K32, K33 have a loading factor value of > 0.6 and are declared valid. Compensation variables KPSI1, KPSI2, KPSI3, KPSI4, KPSI5, KPSI6 have a loading factor value of > 0.6 and are declared valid. For the Performance variables KRJ1, KRJ2, KRJ3, KRJ4, KRJ5 have a loading factor value of > 0.6 and are declared valid.

The next stage after removing the loading factor value which is <0.6 , then the measurement model is obtained as follows:

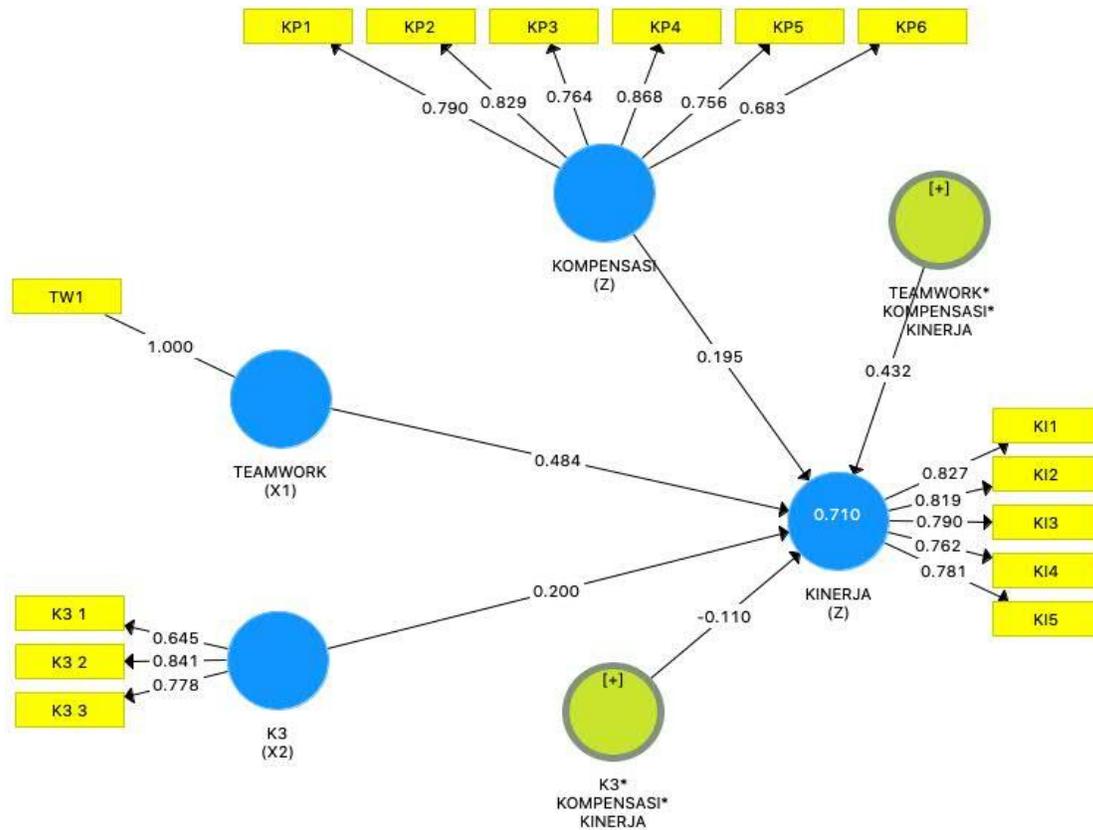


Figure 6. Validity Test (Final Outer Model)
 Source: Processed in research, 2022

In Figure 6. it can be seen that the loading factor value of each variable whose value is < 0.6 is no longer there. After all the loading factor values for each variable are > 0.6 , meaning that they have met the requirements for the validity test, the test can proceed to the next stage.

1. Reliability Test (Cronbach's Alpha Value and Composite Reliability)
 Construct Validity and Reliability

Table 3.
 Reliability Test (Cronbach's Alpha and Composite Reliability Values)

	Cronbach's Alpha	rho_A	Reliabilitas Komposit	Rata-rata Varians Diekstrak (AVE)
OCCUPATIONAL HEALTH AND SAFETY (X2)- COMPENSATION(Z)- PERFORMANCE(Y)	1,00	1,00	1,00	1,00

OCCUPATIONAL HEALTH AND SAFETY X2)	0,63	0,65	0,80	0,58
PERFORMANCE_(Y)	0,86	0,87	0,90	0,63
COMPENSATION_(Z)	0,88	0,89	0,90	0,61
TEAMWORK(X1)- COMPENSATION (Z)- PERFORMANCE (Y)	1,00	1,00	1,00	1,00
TEAMWORK_(X1)	1,00	1,00	1,00	1,00

Source: Processed in research, 2022

This reliability test is used to improve the accuracy, consistency, and quality of the instrument in measuring variables. It is said to be valid and reliable if the value of Cronbach's alpha and composite reliability > 0.60. From the picture above, Cronbach's alpha value for each variable is above 0.60. The AVE value is declared valid because it indicates that each variable has a value greater than 0.5. Because the value of the composite confidence score is greater than 0.7, this variable can be said to be very reliable and all variables pass the reliability test.

Coefficient of Determination

Table 4. The coefficient of determination of R2

	R Square	Adjusted R Square
PERFORMA NCE_(Y)	0,71	0,69

Source: Processed in research, 2022

Table 4 shows the R-square value of employee performance of 0.71. The higher the R-square, the greater the independent variable can explain the dependent variable, so the better the structural equation. The R-Square value of 0.71 means that the construct variability of employee performance can be influenced by the teamwork, K3 construct of 71.0 percent and the remaining 29.0 percent is influenced by other factors outside the variables tested.

Hypothesis testing

The hypothesis is accepted if the T statistic value $>$ T table (1.960); or P values $<$ 0.05.

Table 5 Hypothesis Testing (Path Coefficients)

Direct Effect			Sample Mean	T	P	Cut of Value		Evaluation		Hypothesis
				Statistic	Value	Signifikan				
Teamwork	→	Employee performance	0,47	3,68	0,00	T-Stat $>$ 1,96	P-Value $<$ 0,05	Positive	Significant	H1
Occupational Health And Safety	→	Employee performance	0,21	2,10	0,04	T-Stat $>$ 1,96	P-Value $<$ 0,05	Positive	Significant	H2
Teamwork * Compensation	→	Employee performance	0,43	4,89	0,00	T-Stat $>$ 1,96	P-Value $<$ 0,05	Positive	Significant	H3
Occupational Health And Safety * Compensation	→	Employee performance	0,09	0,97	0,33	T-Stat $>$ 1,96	P-Value $<$ 0,05	Negative	Not Significant	H4

Hypothesis Testing 1

H1: The better the Teamwork (X1), the more Employee Performance (Y)

The effect of teamwork on employee performance is 0.47. The TStatistics value is 3.68 $>$ 1.967 and the PValue is 0.00 $>$ 0.05, so the null hypothesis is accepted and the alternative hypothesis is accepted. Therefore, we can conclude that H1 is acceptable and that teamwork has a significant positive impact on employee performance. Therefore, hypothesis 1 is supported.

H2: The better the Occupational Safety and Health (X2), the better the employee's performance (Y)

The effect of K3 on employee performance is 0.21. The TStatistics value is 2.1 $>$ 1.967 and the PValue is 0.04 $<$ 0.05, so the null hypothesis is accepted and the alternative hypothesis is accepted. Therefore H2 is accepted and it can be concluded that occupational safety and health (K3) has a positive and significant effect on employee performance. Therefore, hypothesis 2 is supported.

H3: The better the Teamwork (X1), the more Employee Performance (Y) is influenced by Compensation (Z)

The effect of teamwork on performance moderated by compensation is 0.43. Statistical T Value. of 4.89 $>$ 1.967 or a PValue of 0.00 $<$ 0.05, so the null hypothesis is accepted and the alternative hypothesis is accepted. Therefore H3 is accepted and it can be concluded that compensation is positive and significant as a moderator of the relationship between teamwork and performance. Therefore hypothesis 3 is supported.

H4: The better Occupational Safety and Health (X2), the higher the employee performance (Y) which is affected by compensation (Z)

The effect of occupational safety and health (K3) on performance moderated by compensation is 0.09. TStatistics value. of $0.97 < 1.967$ or a PValue of $0.33 > 0.05$, so the null hypothesis is rejected and the alternative hypothesis is rejected. Therefore H4 is rejected and it can be concluded that compensation is not significant as a moderator of the relationship between K3 and performance. Therefore hypothesis 4 is not supported.

DISCUSSION

1) The effect of teamwork on employee performance at Crew Catering PT. XYZ

Teamwork (X1) has a positive and significant or very large effect on employee performance (Y). This hypothesis is supported statistically by empirical results. The mean sample value of 0.47 has a positive direction with a probability of 0.00 which means it is significant. According to the results of the researcher's analysis, this means that during the period from 2020 to 2021 there was an impact that was felt during the Covid-19 pandemic which forced all catering crews to work in teamwork or all catering crews worked together to get good and maximum results for provide services to clients. In a long period of about 2 years, all catering crews were forced to experience this condition, so that the cohesiveness between the crews was well established which resulted in increased employee performance.

2) The effect of K3 on employee performance at PT. XYZ Crew Catering

Occupational safety and health (X2) has a positive and significant or very large effect on employee performance (Y). This hypothesis is supported statistically by empirical results. The mean sample value of 0.21 has a positive direction with a probability of 0.04 which means it is not significant. According to the results of the researcher's analysis, this means that the level of self-awareness about the safety and health of the PT. XYZ catering crew is inherent in each person. Working in conditions in a remote area requires that every employee has education and self-awareness about occupational health and safety, because in a confined area it will be more difficult for employees if something unexpected happens, such as illness or work accident due to limited facilities such as no transportation, big hospital. The use of proper tools, proper use of PPE (personal protective equipment), as well as very strict HSE (Health Safety and Environment) regulations form employees with high integrity towards Occupational Health and Safety resulting in increased employee performance.

3) The effect of teamwork on employee performance is moderated by compensation at Crew Catering PT. XYZ

Compensation (Z) is positive and significant as a moderator of the relationship between teamwork (X1) and performance (Y). This hypothesis is supported statistically by empirical results. The mean sample value of 0.43 has a positive direction with a probability of 0.00 which means it is significant. According to the results of the researcher's analysis, compensation given to improve employee performance in order to form good teamwork can be applied during the Covid-19 pandemic in the 2020-2021 range because most of them work continuously with good teamwork, and the compensation given makes employees

feel that they are getting appreciation from the company and feeling cared for so that it has an impact on increased employee performance.

4) The influence of K3 on employee performance which is moderated by compensation at Crew Catering PT. XYZ

Compensation (Z) is negative and not significant as a moderator of the relationship between occupational safety and health (X2) on performance (Y). This hypothesis is supported statistically by empirical results. The mean sample value of 0.09 has a negative direction with a probability of 0.33 which means it is not significant. According to the results of the researcher's analysis, the compensation given to improve employee performance in order to form good occupational safety and health does not have a positive and significant impact, because the occupational safety and health (K3) factor for employees who work in remote areas is inherent in the employee. The work environment or work culture offshore is very closely related to occupational safety and health (K3), this can influence why compensation does not have such a big impact that it does not have an impact on employee performance.

CONCLUSION

The following is a comparison of the statistical analysis between the independent variables and the independent variables:

- 1) Teamwork has a positive and significant influence on employee performance. From these conclusions based on the TStatistics value of $3.68 > 1.967$ and the PValue of $0.00 < 0.05$. This means that when teamwork increases, employee performance will increase.
- 2) Occupational safety and health have a positive and significant effect on employee performance. From these conclusions based on the TStatistics value of $2.10 > 1.967$ and a PValue of $0.04 < 0.05$. This means that occupational safety and health increases, then employee performance increases.
- 3) Compensation (Z) is positive and significant as a moderator of the relationship between teamwork (X1) and performance (Y). From these conclusions based on the value of TStatistics. of $4.89 > 1.967$ or a PValue of $0.00 < 0.05$. This means that good and significant compensation as a moderator of teamwork relationships increases employee performance.
- 4) Compensation (Z) is not significant as a moderator of the relationship between occupational safety and health (X2) on performance (Y). From these conclusions based on the value of TStatistics. of $0.09 < 1.967$ or a PValue of $0.33 > 0.05$. Compensation is not significant as a moderator of the relationship between OSH and performance, and has no impact on employee performance

What are the efforts to improve employee performance with compensation as a moderation of occupational safety and health that compensation is not only material but also immaterial such as sharing rest time between crews, giving time off when a family is sick, providing good health insurance for families and employees , provision of completeness of work, as well as compensation that is adjusted to the level of existing needs so that the performance of employees will increase.

Recommendation

Based on the results of the research above, to further improve employee performance after going through the Covid-19 pandemic, several important factors need to

be considered, including to form better teamwork, team building or gathering is needed to unify the crew's vision and mission and form cohesiveness between crews. review the feasibility of tools, PPE (personal protective equipment) and other supporting work. Provision of good and equitable compensation can have a significant impact on PT. XYZ's catering crew. So, when compensation is given to form teamwork, occupational safety and health, employee performance will increase.

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