

Job Satisfaction of Sewing Department Employees in a Cimahi City Garment Company as Influenced by Occupational Safety and Occupational Health

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Abstrack

Garment companies operating on a large scale with substantial workforces and complex production technologies rely heavily on employee engagement to ensure smooth operations and product quality; consequently, employee job satisfaction has become a crucial element of human resource management within these firms. A phenomenon of job dissatisfaction has been observed, indicated by data on employee absenteeism in the sewing department. Given that job satisfaction is linked to various factors, this study analyzes the impact of occupational health and safety on the job satisfaction of sewing department employees at a garment company in Cimahi City. This research method employs a quantitative approach. The study surveyed 92 sewing department employees using a questionnaire. Data were measured using the semantic differential scale and analyzed via multiple linear regression and the coefficient of determination. The analysis reveals that both occupational safety and occupational health significantly influence job satisfaction. Collectively, occupational health and safety impact the job satisfaction of sewing department employees in the garment company. Thus, it can be concluded that the better the implementation of occupational health and safety programs, the higher the level of job satisfaction among sewing department employees at garment companies in Cimahi City.

INTRODUCTION

A company is a business organization that aims to generate profit while enhancing the well-being of its owners and employees. Human resources play a crucial role in achieving these objectives, as all operational activities rely on employee contributions. Consequently, companies must manage their human resources optimally to boost performance and foster job satisfaction (Manday, 2024). Job satisfaction is an emotional state reflecting how employees perceive their work (Sutrisni, 2019). However, job satisfaction is currently tending to decline due to rising living costs, corporate efficiency measures, and global uncertainty. This trend is corroborated by the 2025 HP Work Relationship Index (WRI) survey, which shows that the proportion of Indonesian workers with a positive relationship with their work dropped from 44% in 2024 to 28% in 2025, while the global figure fell from 28% to 20% (Kompas.id, 2025).

This phenomenon is also evident in large-scale garment companies in Cimahi that employ a substantial workforce, particularly within the sewing section of the production department.

Attendance data from 2025 indicates persistently high rates of authorized leave and unauthorized absences.

Table 1 Employee Absenteeism Data (Leave and Unauthorized Absence) for the Sewing Section of the Production Department at a Garment Company in Cimahi City, 2025

No	Month	Excused absences	Unexcused absences
1	January	43	77
2	February	113	174
3	March	68	113
4	April	87	124
5	May	59	133
6	June	70	147
7	July	88	194
8	August	58	86
9	September	33	48
10	October	65	143
11	November	96	174
12	December	87	189
Amount		867	1602

Source: Garment Company HR Department, 2026

According to HR data, authorized absences are generally due to personal or family matters, whereas unauthorized absences occur without a clear explanation. High levels of absenteeism may indicate low job satisfaction; as noted by Mangkunegara (2017), employees with low job satisfaction exhibit high rates of absenteeism.

state that workplace safety involves efforts to protect workers from risks that could impair their physical or mental well-being in the workplace. Research by Ligia (2023) indicates that job satisfaction is positively influenced by the implementation of effective workplace safety measures.

Table 2 Data on Workplace Accidents Involving Production Department Employees at a Garment Company in Cimahi City, 2023–2025

No	Month	Sewing 2023	Sewing 2024	Sewing 2025
1	January	3	4	1
2	February	1	-	1
3	March	-	1	1
4	April	-	-	-
5	May	-	1	-
6	June	-	1	1
7	July	-	2	-
8	August	1	-	-
9	September	1	1	2
10	October	-	1	-
11	November	1	-	-
12	December	-	1	-
Amont		7	12	6
Minor accident		2	7	2
Serious accident		5	4	4

Source: Garment Company HR Department, 2026

Workplace accident data from the garment company for the 2023–2025 period indicates that accidents occurred annually, with the highest frequency in the sewing department these were

predominantly finger injuries caused by sewing machine needles, largely resulting from negligence regarding the use of Personal Protective Equipment (APD). According to Marwansyah (2012:362), the implementation of workplace safety programs can be achieved by ensuring safe working conditions, utilizing protective equipment, maintaining facilities, and providing safety instructions and equipment.

Occupational health serves as a supporting factor alongside occupational safety in achieving job satisfaction. According to Husni cited in Alwan & Djastuti (2019), occupational health programs involve managing the medical environment, providing health facilities, and maintaining workforce health. Leslie (2023) demonstrated that occupational health contributes positive to job satisfaction; meanwhile, a 2025 BPJS Ketenagakerjaan report indicates that industrial workers still frequently suffer from work-related ailments such as acute respiratory infections (ISPA) and fatigue. In the sewing departments of garment companies, employees are at risk of eye strain, musculoskeletal disorders, hearing impairment, and ISPA due to exposure to fabric dust, as some workers still fail to wear masks despite company mandates.

Table 3 Employee Absence Data (Due to Illness) Sewing Section, Production Department, Garment Company in Cimahi City (January–December 2025)

No	Month	Sick
1	January	22
2	February	40
3	March	29
4	April	35
5	May	25
6	June	36
7	July	25
8	August	25
9	September	11
10	October	23
11	November	37
12	December	38
Amont		346

Source: Garment Company HR Department, 2026

This occupational health issue is reflected in the high rate of sickness-related absenteeism within the sewing department of the garment company's production division, which totaled 346 cases between January and December 2025. This situation demonstrates that, despite the company providing support facilities such as a health clinic and adequate drinking water, work-related health issues remain frequent. The high level of sickness-related absenteeism indicates a need to improve the implementation of occupational health programs to foster healthier working conditions and enhance employee job satisfaction. Ambarwati & Prabowo (2025) And Hertati (2022) reinforces the link between occupational health and safety as key determinants of employee job satisfaction.

LITERATURE REVIEW

Occupational Safety

Bangun and Wilson (2012) and Hertati (2019) state that workplace safety is an effort to protect workers from risks that could impair their physical or mental well-being in the workplace. Meanwhile, according to Mangkunegara (2017), workplace safety is an effort to protect employees from various hazardous risks in the workplace. Based on these expert opinions, it can be concluded

that workplace safety is a protective measure undertaken by a company to safeguard workers from various risks and hazards in the work environment, thereby fostering a sense of security while working. According to Marwansyah (2016), there are several forms of workplace safety programs that can be implemented, including:

1. Creating a safe work environment (safety conditions).
 - a. Using machinery equipped with safety devices.
 - b. Using work equipment that is in good condition.
 - c. Organizing the factory layout.
 - d. Ensuring optimal lighting.
 - e. Keeping floors and stairs free from water or oil.
 - f. Maintaining factory facilities and safety equipment, accompanied by usage instructions.
2. Implementing accident prevention measures by controlling human actions or behaviors related to workplace safety (safety acts).
 - a. Educating employees on safety aspects and strictly enforcing prohibitions.
 - b. Installing signs to provide constant reminders about safety.
 - c. Implementing standard operating procedures.

Occupational Safety

According to Mangkunegara (2017), occupational health refers to a state in which employees are free from physical, mental, or emotional disturbances, as well as illnesses arising from the work environment. This encompasses various measures aimed at optimizing workers' physical, mental, and social health through the prevention and management of diseases or health issues resulting from the job, the work environment, or general illnesses (Widodo, 2015). Based on the views of these experts, it can be concluded that occupational health refers to the maintenance of employees' physical and mental well-being through a healthy work environment and the prevention of occupational disease risks. According to Husni (cited in Alwan & Djastuti, 2019), there are three occupational health programs that require attention:

1. Medical aspects of the work environment
This refers to how a company maintains a healthy work environment. Indicators include workplace cleanliness, temperature and ventilation control, and effective waste disposal systems.
2. Occupational health facilities
Facilities provided by the company to support employee health, such as access to clean water and sanitary restroom facilities.
3. Workforce health maintenance
Providing healthcare services to employees and offering various facilities that help maintain their health while at work.

Job Satisfaction

Sutrisno (2019) explains that job satisfaction is an employee's attitude toward their work, encompassing aspects such as the work situation, cooperation among employees, rewards received, and factors related to physical and psychological conditions. According to Mangkunegara (2017), job satisfaction is a feeling either positive or negative that an employee holds regarding their work and their own personal circumstances. Based on the views of these experts, it can be concluded that job satisfaction is the result of an individual's assessment of their work, reflected in the

attitudes and feelings they exhibit while working. According to Handoko (2017), employee job satisfaction is related to the following variables:

1. Employee turnover and absenteeism rates
Job satisfaction is inversely related to employee turnover and absenteeism rates. When employee job satisfaction is high, turnover and absenteeism rates tend to be low, and vice versa.
2. Age and job level
Generally, as an employee ages, their level of job satisfaction increases. This is attributed to several factors, including more realistic expectations and a greater ability to adapt to work situations due to the experience they have gained.
3. Organizational size
The size of an organization tends to be inversely related to the level of employee job satisfaction. As the scale of the organization increases, employee job satisfaction has the potential to gradually decline, unless management implements appropriate corrective measures.

The Relationship Between Occupational Safety and Occupational Health and Job Satisfaction

Previous studies conducted by Anggoro et al. (2022), Ligia (2023) and Widodo (2023) demonstrate that workplace safety has a positive effect on job satisfaction, confirming that good workplace safety can enhance employee job satisfaction. Meanwhile, research by Leslie (2023), Ramadhani (2024) and Insyani et al. (2026) indicates that good occupational health can improve employee job satisfaction. Furthermore, studies by Yogita (2025), Shafira et al (2025) Florenza (2026), Setiawati et al (2024) and Yohanes et al. (2023) reveal that the simultaneous implementation of workplace safety and occupational health contributes to increased employee job satisfaction.

Therefore, the objective of this analysis is to to assess the condition of workplace health, work safety, and job satisfaction among employees in the sewing section of a garment company's production department. To clarify the effect of workplace safety and occupational health on job satisfaction among these employees, a framework illustrating the relationships between the variables is presented:

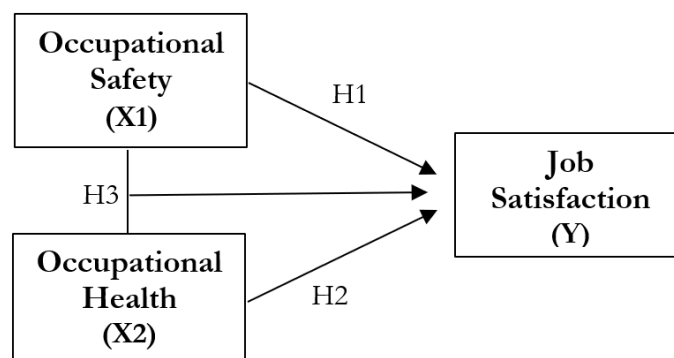


Figure 1 Research Paradigm Job Satisfaction of Production Department Employees Sewing Section at a Garment Company in Cimahi City as Influenced by Occupational Safety and Occupational Health

Based on the aforementioned conceptual framework, the research hypothesis for this study are stated below:

- H1: Work safety has a positive effect on the job satisfaction of employees in the sewing section of the production department at a garment company in Cimahi City.
- H2: Occupational health has a positive effect on the job satisfaction of employees in the sewing section of the production department at a garment company in Cimahi City.
- H3: Occupational health and safety influence the job satisfaction of employees in the sewing section of the production department at a garment company in Cimahi City.

METHOD

This study employs a quantitative approach using quantitative descriptive and quantitative associative analysis methods. The indicators for each research variable are as follows:

Table 4 Operationalization of Variables

Occupational Safety	
Sub-variable	Indicator
1. Prevention of workplace accidents	- Presence of adequate workplace safety signage. - Serviceability of portable fire extinguishers. - Presence of smoke and heat detection systems. - Adequacy of evacuation routes with clear directional signage.
2. Use of Personal Protective Equipment (APD).	- Completeness of APD provided by the company. - Suitability of respiratory protection equipment (masks). - Completeness of safety features on sewing machines.
3. Work environment conditions.	- Noise levels in the work area. - Lighting levels that support work activities.
Occupational Health	
Sub-variable	Indicator
1. Healthy Work Environment	- Comfortable air circulation in the work environment. - Comfortable temperature in the work environment.
2. Work Area Cleanliness	- Maintenance of a clean work environment. - Cleanliness of workplace restrooms.
3. Health Facilities	- Adequacy of first aid kit supplies. - Availability of suitable, clean drinking water. - Adequacy of the health room/infirmarary facilities.
Job Satisfaction	
Sub-variable	Indicator
1. Employee Turnover	- The tendency of employees to resign voluntarily from garment companies.
2. Absenteeism Rate	- The tendency of employees to be absent from work.
3. Employment Level	- Suitability of work level with compensation received. - Match between ability and workload.
4. Organizational Relationships	- Smooth communication between superiors and subordinates - Smooth coordination between colleagues between departments. - Opportunities for involvement in work activities and processes.

Information for this investigation was collected using interviews and survey forms distributed to sewing department personnel in the production department of a garment company in Cimahi City. The study population consisted of 1,059 employees; respondents were chosen through a simple random selection procedure a probability sampling approach ensuring that every population member had an equal chance of becoming a respondent. Applying Using Slovin's equation with a 10 percent error tolerance produced a total of 92 participants. The research instrument utilized a semantic differential scale, subject to reliability and validity testing. Descriptive analysis employed a set of criteria to present a systematic, clear, and comprehensive overview regarding the associations among the investigated variables. The descriptive assessment followed these criteria:

Table 5 Criteria for Respondents' Attitudes Regarding Occupational Safety, Occupational Health, and Job Satisfaction

Interval	Occupational Safety	Occupational Health	Job Satisfaction
1,00-1,80	Very Bad	Very Bad	Very Dissatisfied
1,81-2,60	Bad	Bad	Dissatisfied
2,61-3,40	Enough	Enough	Enough
3,41-4,20	Good	Good	Satisfied
4,21-5,00	Very Good	Very Good	very satisfied

Data processing involved classical assumption testing, comprising a Data assumptions were evaluated through the Kolmogorov–Smirnov normality procedure, multicollinearity assessment using tolerance above 0.100 and VIF below 10, together with the Glejser heteroscedasticity approach. Regression modeling, R^2 evaluation, and hypothesis verification were subsequently conducted subsequently performed using SPSS software (version 27), below:

Table 6 Guidelines for Interpreting the Coefficient of Determination

Coefficient interval	Level of influence
<4,99%	Very Low Impact
5% - 16,99%	Low-Level but Certain Influence
17% - 49,99%	Significant Impact
50% - 80,99%	High / Strong Impact
$\geq 81\%$	Very High Impact

Source: Ghozali (2018)

RESULTS AND DISCUSSION

A. Validity Test

Research results are considered valid when there is consistency between the data obtained and the actual conditions of the object under study. A valid instrument is a measuring tool capable of producing accurate data. In other words, validity implies that the instrument can be used to measure what it is intended to measure (Sugiyono, 2023).

Table 7 Validity Test Results

No. Questionnaire	X1. r-value	X2. r-value	Y. r-value	r-table
1	1=0,837	1=0,765	1=0,877	0,2050
2	2=0,821	2=0,834	2=0,821	
3	3=0,818	3=0,764	3=0,868	
4	4=0,828	4=0,812	4=0,840	
5	5=0,790	5=0,815	5=0,891	
6	6=0,843	6=0,833	6=0,862	

7	7=0,830	7=0,778	7=0,878
8	8=0,855	-	-
9	9=0,848	-	-
Status	Valid	Valid	Valid

Source: SPSS Version 27 Data Processing, 2026.

The measurement instrument utilized in this analysis is deemed capable of representing the variables intended for measurement. According to the validity analysis displayed in Table 6, every questionnaire statement satisfies the validity requirement because each computed correlation coefficient is higher than the critical value of 0.2050. Consequently, the instrument used to collect research data is considered suitable for measuring the research variables.

B. Reliability Test

Instrument reliability is a prerequisite for assessing instrument validity. Research results are considered reliable if they demonstrate data consistency, even when obtained at different times. A reliable instrument is one that yields stable or consistent data when used repeatedly on the same subject (Sugiyono, 2023).

Table 8 Reliability Test Results

Variable	Cronbach' Alpha	N of Items	Information
Occupational Safety (X1)	0.943	9	Reliable
Occupational Health (X2)	0.906	7	Reliable
Job satisfaction (Y)	0.942	7	Reliable

Source: SPSS Version 27 Data Processing, 2026.

The consistency and reliability of the measurement instruments used in this analysis can be considered satisfactory. This is evidenced by the reliability analysis demonstrates that every construct satisfies the reliability requirement because the Cronbach's Alpha coefficients are above 0.60.

Respondents' Responses to the Employee Safety Program in the Sewing Section of the Production Department at a Garment Company

The following are the respondents' responses regarding the workplace safety variable, comprising the three sub-variables listed below:

Table 9 Overall Average of Respondent Responses Regarding the Workplace Safety Variable

Sub variable	Average score	Criteria
Workplace Accident Prevention	3,84	Good
Use of Personal Protective Equipment (APD)	3,86	Good
Work Environment Conditions	3,84	Good
Total	11,54	
Average score results	11,54 / 3 = 3,85	
criteria	Good	

Source: questionnaire, 2026.

Based on Table 9, the occupational safety the variable recorded a mean value of 3.85 and was classified as "good" based on the maximum excellent criterion. Thus, the occupational safety program in the garment company's sewing department has been implemented effectively; however, machine guarding, the readiness of portable fire extinguishers, and noise control still require optimization.

Respondents' Responses to the Employee Health Program in the Sewing Section of the Production Department at a Garment Company

The following are the respondents' responses regarding the occupational health variable, comprising the three sub-variables listed below:

Table 10 Overall Average of Respondent Responses Regarding the Occupational Health Variable

Sub variable	Average score	Criteria
Healthy Work Environment	3,95	Good
Work Area Cleanliness	3,87	Good
Health Facilities	3,95	Good
Total	11,77	
Average score results	11,77 / 3 = 3,92	
criteria	Good	

Source: questionnaire, 2026.

Based on Table 10, the occupational health the variable obtained a mean value of 3.92 and was categorized as "good" based on the maximum excellent criterion. These results demonstrate that the occupational health program is functioning well however, the cleanliness of the production environment particularly the control of fabric dust must remain a priority for the company.

Respondents' Responses Regarding the Job Satisfaction of Sewing Department Employees in the Production Division of a Garment Company

The following are the respondents' responses regarding the job satisfaction variable, comprising the four sub-variables listed below:

Table 11 Overall Average of Respondent Responses Regarding the Job Satisfaction Variable

Sub variable	Average score	Criteria
Employee Turnover	4,01	Good
Absenteeism Rate	4,32	Very Low
Employment Level	3,77	Tall
Organizational Relationships	3,67	Tall
Total	15,77	
Average score results	15,77 / 4 = 3,94	
criteria	satisfied	

Source: questionnaire, 2026.

Based on Table 4.13, the job satisfaction construct recorded a mean value of 3.94, indicating a "satisfied" level based on the maximum very satisfied criterion however. Meanwhile, the subdimension concerning level of work absenteeism recorded the highest score at 4.32, while organizational relationships received the lowest score at 3.67. Overall, employees in the sewing section of the garment company's production department are satisfied; the company still needs to improve inter-departmental coordination, employee engagement, and the alignment of compensation with job levels.

The Influence of Occupational Safety and Health on the Job Satisfaction of Employees in the Sewing Section of the Production Department at a Garment Company

Furthermore, to demonstrate the validity of the multiple regression model specifically, that it is the Best Linear Unbiased Estimator (BLUE) and satisfies the classical assumptions of Ordinary

Least Squares (OLS) it is necessary to conduct classical assumption tests (Ghozali, 2018). These tests include the normality test, the multicollinearity test, and the heteroscedasticity test.

Table 12 Classical Assumption Test Results

Normality Test		
Asymp. Sig. (2-tailed) ^c	.200 ^d	
Multicollinearity Test		
Variabel	Collinearity Statistics	
	Tolerance	VIF
Occupational Safety (X1)	0.987	1.013
Occupational Health (X2)	0.987	1.013
Heteroskedasticity Test		
Variabel	t	Sig.
Occupational Safety (X1)	1.608	0.111
Occupational Health (X2)	-0.526	0.600

Source: SPSS Version 27 Data Processing, 2026.

All analytical requirements for the regression model have been met based on the classical assumption test results. The residual distribution is confirmed to be normal, as indicated by a normality test a significance level of 0.200, higher than the accepted limit of 0.05. Regarding the multicollinearity test, the tolerance value was recorded at 0.987 (above 0.10), whereas the VIF reached 1.013, remaining under the accepted maximum of 10, demonstrating the absence of multicollinearity among the predictor variables. In addition, the heteroscedasticity assessment produced a significance level of 0.600 for the occupational health variable and 0.111 for the occupational safety variable; each significance value is greater than 0.05. Therefore, the regression equation is deemed free from heteroscedasticity and suitable for further analysis.

The Partial Effect of Occupational Safety and Health on Job Satisfaction

To determine the partial effect of the independent variables on the dependent variable, one can refer to the multiple regression test results presented in the following table:

Table 13 Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	4.420	2.232	
1 Occupational Safety (X1)	0.331	0.045	0.534
Occupational Health (X2)	0.400	0.064	0.45

Source: SPSS Version 27 Data Processing, 2026.

As presented in Table 13, the estimated multiple regression model is obtained as follows:

$$Y = 4,420 + 0,331X_1 + 0,400X_2 + e$$

1. The regression coefficient for workplace safety is 0.331. This indicates that workplace safety contributes positively to job satisfaction, with an influence level classified as reasonably strong.
2. The occupational health regression coefficient is 0.400. This indicates that occupational health contributes positively to job satisfaction, with an influence falling within the fairly strong category.

Partial Test (t-test)

The partial test or t test is used to determine the effect of each independent variable on the dependent variable individually as follows:

Table 15 Partial Test Results

Variabel	t-value	t-table	Sig.
Occupational Safety	7,395	1,662	0,000
Occupational Health	6,225		0,000

Source: SPSS Version 27 Data Processing, 2026.

Based on the partial test results presented in Table 14, it is shown that:

1. Work safety has a positive effect on job satisfaction, where the calculated t-value (7.395) is greater than the t-table value (1.662) and the significance value is 0.000 (< 0.05).
2. Occupational health has a positive effect on job satisfaction, where the calculated t-value (6.225) is greater than the t-table value (1.662) and the significance value is 0.000 (< 0.05).

The Simultaneous Effect of Occupational Safety and Occupational Health on Job Satisfaction

This study also measures the extent to which the model is able to explain the dependent variable. The data analysis results are presented in the following table:

Table 15 Coefficient of Determination (R²) Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,736	0,542	0,531	2,64799

Source: SPSS Version 27 Data Processing, 2026.

Referring to Table 15, a strong relationship with job satisfaction is demonstrated by the variables of occupational safety and occupational health, as reflected by an R-value of 0.736. Meanwhile, 54.2% of the variation in job satisfaction can be simultaneously explained by these two variables indicated by an R-square value of 0.542 representing a high or strong level of association. The remaining 45.8% is influenced by factors outside the scope of the analysis.

Simultaneous Test (F-test)

A simultaneous test (F-test) is used to test the significance of the combined effect of the occupational safety and occupational health variables; the data processing results are as follows:

Table 16 Simultaneous Test Results

	Variabel	F-value	F-tabel	Sig.
1	Occupational Safety and Health and Their Impact on Job Satisfaction	52,599	3,09	0.000

Source: SPSS Version 27 Data Processing, 2026.

Referring to Table 4, the calculated F-value is 52.599, surpassing the critical F threshold of 3.09, accompanied by a probability value of 0.000 (≤ 0.05). The statistical evidence demonstrates that H_a is accepted, while H_0 is rejected. Therefore, the level of work satisfaction among personnel assigned to the sewing unit of the garment company's production department is influenced by occupational safety and occupational health when tested simultaneously.

DISCUSSION

Based on the hypothesis testing results, workplace safety influences the work-related satisfaction experienced by personnel within the sewing section of a garment company's

production department. These findings indicate that the more effectively workplace safety programs are implemented, increasing employee satisfaction is associated with. Workplace safety fosters a sense of security, reduces the risk of accidents, and boosts employee confidence in the company's ability to provide a safe working environment. This aligns with the view of Mangkunegara (2017), who stated that workplace safety assurances create a sense of peace of mind, thereby fostering a positive attitude toward the job. The findings reveal a positive association between employee satisfaction and influenced by workplace safety. These results are consistent with the findings of studies by Anggoro et al. (2022) and Setyo Widodo (2023), thereby reinforcing the empirical evidence previously established.

Furthermore, occupational health has been shown to influence workforce satisfaction. These results suggest that establishing a supportive workplace atmosphere, maintaining workplace cleanliness, and ensuring access to adequate health facilities can enhance employee comfort while performing their duties. Corporate efforts to safeguard the physical and mental well-being of the workforce serve as a key factor in fostering job satisfaction. These results align with the views of Marwansyah (2012), who emphasized that occupational health programs aim to maintain the physical and mental condition of the workforce to ensure continued productivity. These findings are also consistent with studies (Ramadhani et al., 2024; Insyani et al., 2026) revealing that employee job satisfaction is positively influenced by occupational health.

simultaneously, employee job satisfaction has been shown to influence both workplace safety and occupational health. These findings demonstrate that the two elements reinforce each other in creating a safe, healthy, and conducive work environment, thereby fostering a more positive employee perception of their work. Implementing workplace safety measures without adequate occupational health programs or vice versa may not necessarily yield optimal results regarding job satisfaction. Therefore, companies must maintain a balanced approach to implementing both programs as part of a sustainable human resource and workplace safety management system.

These research findings reinforce the results of previous studies (Yogita, 2025; Shafira et al., 2025; Florenza et al., 2026; Setiawati et al., 2024; Yohanes et al., 2023) indicating that the simultaneous implementation of occupational health and safety measures contributes to increased employee job satisfaction. Consequently, essential steps for a garment company to maintain or even enhance job satisfaction among employees in the sewing department include strengthening workplace safety policies, improving health facilities, maintaining a protective and hygienic work environment, and ensuring consistency in the implementation of occupational health and safety programs.

CONCLUSION

Based on the research findings and discussion regarding the job satisfaction of employees in the sewing section of the production department at a garment company in Cimahi specifically as influenced by occupational health and safety the following conclusions can be drawn:

1. Respondent feedback regarding the occupational safety of sewing department employees in a garment company in Cimahi City falls into the **good** category, based on a scale where excellent is the maximum rating.

2. Respondent feedback regarding the occupational health of sewing department employees at a garment company in Cimahi City falls into the **good** category, relative to the maximum excellent rating.
3. The job satisfaction of employees in the sewing section of the production department at a garment company in Cimahi City falls into the **satisfied** category, relative to the maximum level of very satisfied.
4. Work satisfaction experienced by personnel assigned to the sewing division within the production department at a garment company in Cimahi influenced by occupational health and safety, whether simultaneously or partially can be summarized as follows:
 - a. Occupational health has a partial effect on the job satisfaction of employees in the sewing section of the production department at a garment company in Cimahi City, with a **moderately strong level** of influence.
 - b. Occupational safety has a partial effect on the job satisfaction of employees in the sewing section of the production department at a garment company in Cimahi City, with a **moderately strong** level of influence.
 - c. Occupational safety and occupational health have a simultaneous effect on the job satisfaction of employees in the sewing section of the production department at a garment company in Cimahi City, with a **high/strong** level of influence.

Companies are encouraged to continuously optimize the implementation of occupational health and safety programs particularly by ensuring the readiness of portable fire extinguishers, machine safety, cleanliness in production areas, and adequate health facilities, as well as by enhancing inter-departmental coordination, employee involvement in work processes, and the alignment of compensation with the work performed. Meanwhile, future researchers are expected to refine this study by examining other factors influencing job satisfaction, expanding the scope of the study and the number of respondents, and employing different analytical methods to yield more comprehensive findings.

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