



IMPROVING EMPLOYEE PRODUCTIVITY THROUGH IMPLEMENTATION OF HEALTH PROGRAMS (CASE STUDY AT THE SECRETARIAT OF THE CENTRAL JAVA PROVINCIAL COUNCIL)

¹Mulaqiyatul Makhaliyah, ²Ulfa Setia Amanda, ³Fitria Rohmatika, ⁴Mochammad Purnomo, ⁵Ratih Pratiwi

^{1,2,3,4,5} Wahid Hasyim University, Indonesia

¹lia169268@gmail.com

ABSTRAK

This case study aims to measure the effect of implementing a health program on employee performance at the secretariat of the Central Java Provincial DPRD. Employee productivity is one of the keys to the success of an organization. The method used is a case study using a qualitative approach involving interviews and observations. The results of the study indicate that the implementation of a structured and sustainable health program has a significant effect on increasing employee productivity. This program not only has a positive impact on physical health, but can also increase motivation, interaction between employees and job satisfaction. Thus, the implementation of a health program can be an effective strategy in improving employee performance.

Keywords :Employee Productivity, Health Program, Welfare, Board Secretariat, Organizational Performance

INTRODUCTION

Employee productivity is one of the main pillars in achieving the goals and success of an organization, both private companies and government institutions. Productive employees are not only able to complete their tasks well, but also actively contribute to improving the performance and competitiveness of the organization. However, many organizations face various challenges in maintaining the productivity of their employees, one of which is the physical and mental health problems faced by employees. In this context, the role of occupational health programs becomes increasingly relevant.

Employee performance is the work results in terms of quality and quantity achieved by employees in carrying out their duties in accordance with the responsibilities given. (Rohmatika et al., nd). The increasingly dynamic work environment, increasing workload, and pressure to achieve high targets often have an impact on employee well-being. Employees who experience high pressure are at risk of experiencing stress, fatigue, and health problems that can ultimately reduce productivity. Employee health, both physical and mental, plays an important role in determining the quality of their performance. Healthy employees tend to have better work motivation, greater ability to concentrate, and greater resilience in facing work challenges.

In line with this development, many organizations are beginning to realize the importance of implementing health programs to improve employee well-being. Workplace health programs include a variety of initiatives aimed at maintaining and improving the physical, mental, and emotional conditions of employees. These programs can include the provision of health facilities, joint sports, healthy lifestyle campaigns, and counseling services to overcome psychological problems.

The Secretariat of the Central Java Provincial DPRD as a government agency is also not free from these challenges. As an institution that has an important role in supporting the functions and operations of the DPRD, the DPRD Secretariat requires employees who are able to work optimally. High job demands, as well as the complexity of problems that must be faced in supporting the smooth running of the DPRD's duties, make employee health and welfare an important factor that must be considered by management.

In recent years, the Secretariat of the Central Java Provincial DPRD has begun implementing various health programs as part of its human resource management strategy. The health programs aim to create a healthy and conducive work environment, so that employees can work better and more productively. The programs include various initiatives, ranging from routine health checks, health education, provision of sports facilities, to mental health consultations. It is hoped that with these programs, employees can maintain their health, reduce stress levels, and increase work enthusiasm.

Although various health programs have been implemented, their effectiveness in increasing employee productivity still needs to be studied further. Several studies have shown that well-designed health programs can have a positive impact on productivity, but the success of the program is highly dependent on various factors, such as employee participation, management support, and consistency of program implementation. Therefore, it is important to study in more depth how the health program is implemented in the Secretariat of the Central Java Provincial DPRD, and how it affects employee productivity.

This study attempts to fill the gap by analyzing the implementation of health programs implemented in the Secretariat of the Central Java Provincial DPRD, and its impact on employee productivity. By using a case study approach, this study is expected to provide a more comprehensive understanding of the effectiveness of health programs in the context of government organizations.

Through this research, it is expected to find empirical evidence that can support decision-making related to the development of health programs in the future. In addition, the results of this study are also expected to provide recommendations for other government agencies in designing and implementing effective health programs to increase employee productivity.

LITERATURE REVIEW

Employee Health Program

The company's efforts to create high performance require improving the quality of work. In an organization there are things that can affect the level of performance of an employee. Some things that affect employee performance in the industrial sector are the level of occupational health and safety and the provision of incentives, thus it is expected that employee work productivity can increase to support the success of the company's business and achieve its business goals. (logi2018,+9_Mohammad+Dahlan_MnjPi, nd)

Employee health programs are a series of integrated efforts to maintain and improve the health and safety of all workers in the work environment. Workplace health programs are a series of activities designed to improve the physical, mental, and emotional health of employees. (5 Examples of Employee Health Programs in Companies, 22 CE)

According to Goetzel et al. (2007), effective health programs do not only focus on health care, but also on disease prevention through health education and provision of supporting facilities.

The Employee Well-Being Theory developed by Warr (1990) emphasizes that employees' mental and physical well-being directly affects their performance and productivity. Workplace wellness programs, when implemented properly, can reduce the risk of illness, increase motivation, and encourage employee engagement in their work.

Employee Productivity

Sunyoto (2015) defines productivity as a measure of success in optimizing the use of resources. In the context of labor, productivity refers to the ability to produce as much output as possible with minimal time and effort.

According to Robbins and Judge (2016), employee productivity can be seen from three main aspects, namely quantity, quality, and efficiency. High productivity is characterized by work results that are in accordance with established standards, the ability to complete work on time, and optimal utilization of resources.

So, labor productivity is a measure that shows how effectively the workforce contributes to the bottom line of an organization. It involves comparing the output produced with the amount of time and effort expended by the workforce.

High productivity levels are key to realizing the company's vision and mission. Productive employees are valuable assets that drive business growth and achieve strategic goals.(Benedictus Adithia, 2023)

High productivity is a reflection of employees' ability to produce high-quality output in a short time, thereby contributing to increased efficiency, customer satisfaction, and the company's business growth.(Malinasari & Azzuhri, nd)

RESEARCH METHODOLOGY

This study uses a qualitative approach to explore in depth the experiences of employees of the Central Java Provincial DPRD Secretariat regarding their participation in the health program that has been implemented. Through in-depth interviews and direct observation, this study seeks to understand the influence of the program on work productivity. In-depth interviews were conducted with a number of employees who were actively involved in the health program. Participatory observation was conducted to obtain additional data on the implementation of the program and employee behavior related to the program. The data obtained were then transcribed and analyzed thematically using qualitative data analysis software. In this study , the data sources use were primary data and secondary data, where primary data was obtained from interviews with active employees, while secondary data was collected from various sources such as literature, journals, and related documents. Data analysis used a thematic approach, with data validation carried out through the triangulation method.

RESULTS AND DISCUSSION

Implementation of Health Programs

The result of the study showed that the health program implemented at the Secretariat of the Central Java Provincial DPRD included routine health checks, morning exercises, and mental health seminars. From the interview results, it was found that this program was designed to improve the physical and mental well-being of employees, with the hope of significantly increasing productivity.

Impact of Health Programs on Productivity

From the results of the employee survey, it was found that 80% of employees felt more motivated and enthusiastic after participating in the health program. This is reflected in the increase in performance, employees who are more often involved in health activities tend to have higher levels of productivity compared to those who do not actively participate.

Some things that affect employee performance in the industrial sector are the level of occupational health and safety and the provision of incentives. Employee productivity is influenced by their health, so it is expected that employee work productivity can increase to support the success of the company's business and achieve its business goals.

Factors Affecting the Effectiveness of Health Programs

Several factors that influence the effectiveness of the health program at the Secretariat of the Central Java Provincial DPRD are management support, employee participation, and consistency in program implementation. From the interview results, employees revealed that strong management support is an important motivation to participate in this program. However, several employees also stated that a busy activity schedule is an obstacle to optimal participation.

CONCLUSION

This study concludes that the implementation of the health program at the Secretariat of the Central Java Provincial DPRD has a positive effect on employee productivity. This program is able to improve the physical and mental well-being of employees which ultimately has an impact on improving employee performance. Management support, active employee participation, and consistency in program implementation are the main factors that influence the success of this program.

The recommendations given from the results of this study are for agencies to continue to develop and expand the scope of health programs, and ensure a more flexible schedule so that more employees can participate. In addition, regular monitoring and evaluation of this program also needs to be carried out to ensure that the benefits obtained can be maintained in the long term.

ACKNOWLEDGEMENT

The author would like to express his deepest gratitude to all parties who have helped and supported the research and writing of this research result. In particular, the author would like to thank:

1. God Almighty, because of his blessing and grace the author was able to complete the writing of the results of this research.
2. Prof. Dr. KH. Muddzakir Ali, MA as the Chancellor of Wahid Hasyim University, Semarang
3. Dr. Ratih Pratiwi, S.Pd., M.Sc., MM as Head of Management Study Program
4. Mr. Mochammad Purnomo, SE, MM as research supervisor
5. Mr. DR. IR. H. Alwin Basri as Chairman of Commission D DPRD at the Secretariat of the Central Java Provincial DPRD
6. Parents who always provide prayers, guidance and support

REFERENCE

5 Examples of Employee Health Programs in Companies. (22 CE, February).

Benedictus Adithia. (2023, July). Employee Productivity: Definition, Metrics, Benefits, and Strategies.

iogi2018,+9_Mohammad+Dahlan_MnjPi. (nd).

Malinasari, N., & Azzuhri, M. (nd). The Influence of Work Safety, Health (K3) Program and Social Security to Employee Work Productivity (Study at PT PJB Up Brantas Karangates-Malang Regency).

Rohmatika, F., Pratiwi, R., Purnomo, M., Economics and Business Wahid Hasyim University Jl Menoreh Tengah No, FX, Gajahmungkur, K., Semarang, K., & Tengah, J. (nd). International Seminar and Call for Papers 2023 College of Economics-Semarang THE EFFECT OF EMPLOYEE IMPLEMENTATION OF E-PERFORMANCE AND MOTIVATION ON THE PERFORMANCE OF EMPLOYEES OF THE REGIONAL SECRETARIAT OF DEMAK REGENCY.