

THE INFLUENCE OF ORGANIZATIONAL CULTURE, WORK ENVIRONMENT, AND COMPETENCE ON SAFETY HEALTH OCCUPATION (SHO) LABORATORY EMPLOYEES WITH SAFETY BEHAVIOR AS A MEDIATION VARIABLE

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ABSTRACT

This study aims to know the influence of culture organization, environment work, and competence on Safety Health Occupation (SHO) employees in the laboratory with *safety behavior* as variable mediation. Sample from study This is a whole-employee laboratory with as many as 60 employees. Study This uses analysis descriptive and analysis inferential using the computer program SmartPLS 4.0. In addition, hypothesis testing and effect testing was carried out in mediation. Research results show that organizational culture and work environment have a positive and insignificant effect on Safety Health Occupation, competence has a positive and significant effect on Occupational Safety and Health, organizational culture has a positive and insignificant effect on safety behavior, Work Environment, and competence Has a Positive and Significant Influence on *Safety Behavior*, safety Behavior has a positive and significant effect on Safety Health Occupation, *safety Behavior* cannot mediate the Influence of Organizational Culture on Occupational Safety and Health (SHO) of Laboratory Employees, *Safety Behavior* Can Mediate the Influence of the Work Environment on Occupational Safety and Health (SHO) of Laboratory Employees, and safety behavior can mediate the influence of competence on Safety Health Occupation (SHO) of Laboratory Employees.

Keywords: culture organization, environment work, competency, safety health occupation (SHO), employees, safety behavior

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INTRODUCTION

Occupational safety and health (SHO) has become an important requirement in every work sector, both in the field and indoors. SHO is an effort made by workers to ensure the protection of their safety and health in carrying out tasks that may be dangerous both from internal and external factors in the work environment. In Law, Number 36 of 2009 concerning Health, article 164 mandates the need for OSH implementation in all workplaces, especially in workplaces that have potential health hazards (Gouzali, 2018)

The OSH program aims to recognize the potential which can cause work accidents and take anticipatory steps if this happens (Sucipto, 2019). This includes protection and security from the risk of accidents and physical, mental, and emotional harm to workers, companies, communities, and the environment (Sucipto, 2019).

Hafeez et al. (2022) said in their research that organizational culture in the workplace has the potential to influence occupational safety and health outcomes. An organization has a strong culture, therefore employees can apply organizational behavior well (Sutrisno, 2019).

The factor that is also related to Safety Health Occupation (SHO) is the work environment. According to Gouzali (2018), the work environment as a whole work facilities, and infrastructure that are around employees when carrying out their work can affect the implementation of the work itself.

Another factor that also affects Safety Health Occupation (SHO) is competence. Employees who have good competence, then occupational safety and health (SHO) in protection and security efforts will also be better.

The next factor that influences work safety is *safety behavior*. *Safety behavior* is the behavior of workers that is relevant to safety which can be realized by establishing work behavior. *Safety behavior* is a symptom of good management policies, good control of work, knowledge of work, assessment of hazards in the workplace, and other personal factors. So that someone's behavior tends to lead to safety measures to minimize the chance of an accident.

Based on the background of these problems, the writer wants to know how big the "Cultural Influence Organization, Environment Work and Competency To Occupational Safety and Health (SHO) Employees Laboratory With *Safety Behavior* As Variable Mediation".

METHODS

Research Design

Study This is a type of study associative causal, purposive to identify the connection between cause and effect between two variables or more. The method of research used is method quantitative. In a study, this is independent variables are culture organization, environment work, and competence. Whereas variable mediation is *safety behavior* as well as variable dependent is safety and health work (SHO).

Object Study

Study This was carried out in the laboratory chemistry and microbiology in Padang City, with a time study held in the month of June 2023.

Population and Sample

Study This is done to all Laboratory Employees as many as 60 employees. The sampling technique used in this study was total sampling because the total population was less than 100, so that the entire population, namely 60 Laboratory Employees, was taken as the research sample.

Data Types and Sources

Primary data was obtained from respondents' responses to statements on the research questionnaire consisting of organizational culture, work environment, competence, safety, occupational health (SHO), and *safety behavior*. Data obtained from *literature studies*, articles, journals, or other matters related to research.

Definition of Operational Variable Study

Table 1. Definitions operational Variable

No	Variable	Definition	Scale	Dimensions	Source
1	Occupational health and safety (SHO) (Y)	Occupational health and safety is the protection of work security experienced by workers, both physically and mentally	<i>Likert</i>	1. Workplace conditions 2. Acts of action 3. Employee mental state	Private (2017)

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No	Variable	Definition	Scale	Dimensions	Source
		in their work environment			
2	Organizational culture (X1)	Organizational culture refers to a set of noble values that are believed, lived, and practiced by all members of the organization in carrying out their duties and responsibilities.	<i>Likert</i>	1. Professional 2. Integrity 3. Credibility 4. Teamwork 5. Innovative 6. Responsive/Quick Response	Laboratory Strategic Plan 2020-2024
3	Work environment (X2)	The environment is the external institutions or forces that have the potential to affect organizational performance, the environment is formulated into two, namely the general environment and the special environment	<i>Likert</i>	1. Lighting 2. Color 3. Air 4. Atmosphere	Afandi (2018)
4	Competency (X3)	Competence can be explained as a person's ability to do the job well. These competencies are based on a combination of skills and knowledge possessed by individuals and are supported by work attitudes that are by the demands of the job.	<i>Likert</i>	1. Skills 2. Knowledge 3. Self Concept (attitude) 4. Traits	Wibowo (2017)
5	<i>Safety behavior (Z)</i>	Safety behavior refers to actions and behaviors dedicated to supporting safety practices and activities in the workplace. This includes attitudes and actions taken by employees to protect	<i>Likert</i>	1. <i>Safety Compliance</i> 2. <i>Safety Participation</i>	Neal & Griffin (2010)

No	Variable	Definition	Scale	Dimensions	Source
		themselves, co-workers, and the work environment from the risk of accident or injury			

Data Collection Techniques

Data collection techniques used by the authors in this study, namely using techniques of documentation and questionnaires.

Instrument Study

Instrument research used forms several given questions in the form of questionnaires and interviews direct with respondents. For grain questions in each indicator variable study This For measures scale variables the on is with the use of scale Likert.

Data Analysis Techniques

Analysis Descriptive

Analysis statistics descriptive This is intended to explain the characteristics of all research variables. Displays data in the frequency distribution table and calculates the level of attainment (TCR) of the respondents.

Analysis Inferential

a. Evaluation of the Measurement Model

There are 2 kinds of tests conducted to evaluate the *measurement model*. The types of tests are:

1) Validity Test

a) Convergent Validity Test

validity convergent A construct with indicator reflective evaluated with Average Variance Extracted (AVE). AVE value of 0.5 or more means construct can explain 50% or more variance in the items (Sarstedt et al., 2017).

b) Discriminant Validity Test

In the SMART-PLS context, the Discriminant Validity test can be evaluated using two methods that are Fornell-Larcker Criterion and Cross Loading. On testing Fornell-Larcker Criterion, Discriminant Validity can consider Good If the root square from AVE to something construct more big than the correlation between construct the with other latent variables.

In the Cross Loading test, each indicator on a construct must show more value tall than the indicator on the construct other.

2) Reliability Test

Reliability Test in PLS (Partial Least Squares) can use two methods, that is Cronbach's alpha and Composite Reliability. The value of Composite Reliability and Cronbach's alpha is higher big of 0.6 is considered good reliability.

b. Structural Model Evaluation (Structural Model/ Inner Model)

The initial step in evaluating the structural model is checking for collinearity between constructs and the predictive ability of the model, Then proceed with measuring the predictive

ability of the model using four criteria, namely the coefficient of determination (R^2), cross-validated redundancy (Q^2), effect size (f^2), and *path coefficients* or coefficient path.

Hypothesis Testing (Bootstrapping)

The bootstrapping procedure allows hypothesis testing with the t-statistical method or the t-test. The criterion for accepting the hypothesis is, if the p-value ≤ 0.05 (alpha 5%), then it can be said that the result is significant. For alpha 5%, the t-table value is 1.96. If the t-statistic value is greater than the t-table value, then the hypothesis can be accepted.

Effect Test Mediation

One method that can be used to test the mediating effect is *Variance Accounted For (VAF)*. Based on the resulting VAF value, it can be stated that the mediating variable has a role as a full mediator if the VAF value is $> 80\%$. If the VAF value is between $20\% - 80\%$, then the mediating variable is categorized as a partial mediator. Meanwhile, if the VAF value is $< 20\%$, then the mediating effect is considered low or almost non-existent (Hair et al., 2017).

RESULTS AND DISCUSSION

Response Rate

The writer spread the questionnaire to 60 Employees' Laboratories. Questionnaires distributed can return 100% which is all respondents fill in with complete and return the questionnaire. So that questionnaires can process 60 questionnaires.

Characteristics Respondents

Following This served characteristics grouped respondents based on the type of sex, range of age, length of service, employee status, education, and marital status.

Table 2. Characteristics Respondents By Gender

No.	Gender	Frequency	Percent	Cumulative Percent
1.	Man	10	16.7	16.7
2.	Woman	50	83.3	100.0
Total		60	100.0	

Table 3. Characteristics Respondents Based on Age

No.	Age	Frequency	Percent	Cumulative Percent
1.	21-30 Years	13	21.7	21.7
2.	31-40 Years	27	45.0	66.7
3.	> 40 Years	20	33.3	100.0
Total		60	100.0	

Table 4. Characteristics Respondents Based on Employee Status

No.	Employee Status	Frequency	Percent	Cumulative Percent
1.	Still	51	85.0	85.0
2.	No Still	9	15.0	100.0
Total		60	100.0	

Table 5. Characteristics Respondents Based on Last Education

No.	Name	Frequency	Percent	Cumulative Percent
1.	High School	4	6.7	6.7
2.	3-year diploma	7	11.7	18.3
3.	Bachelor	25	41.7	60.0
4.	Masters	24	40.0	100.0
Total		60	100.0	

Table 6. Characteristics Respondents Based on Working Period

No.	Working Period	Frequency	Percent	Cumulative Percent
1.	1-10 Years	32	53.3	53.3
2.	11-20 Years	19	31.7	85.0
3.	21-30 Years	6	10.0	95.0
4.	> 30 Years	3	5.0	100.0
Total		60	100.0	

Table 7. Characteristics Respondents Based on Marital Status

No	Marital Status	Frequency	Percent	Cumulative Percent
1	Marry	47	78.3	78.3
2	Not Married	13	21.7	100.0
Total		60	100.0	

Analysis Descriptive Study

Response Respondents to Culture Organization

From the results study can know, the average score response employee Laboratory is big 4.51 with a score of TCR from variable culture organizations by 90.11% with a very good category. It means intensity culture in which the organization There is a very good laboratory for employees. Indicator with a score response most tall on the average answer of 4.67 and a TCR score of 93.33% with the statement " I am consistent and firm in upholding tall values noble and confident moment carry out a task". See results, can conclude that employee laboratory is an employee Who consistently and firmly upholds tall marks noble and confident moment operate his job. Whereas the statement with an average value of 4.33 and a TCR score of 86.67% has the lowest average with the statement "I am proactive in follow up complaint society", which means several respondents were not enough proactive in follow-up scouting from society.

Response Respondents to Environment Work

From the results study can know, the average score response employee Laboratory as big 3.70 with a score TCR from variable culture organization of 73.97% with the category Enough ok. It means the environment that works There is in the laboratory Enough Good for the employee. Indicator with a score response most tall average answer of 4.23 and a TCR score of 84.67% with the statement "Lighting in place Work help I in finish job". See the results, can conclude that the lighting in the Laboratory is very good so very helpful employee in finishing

his job. Whereas the statement with an average value of 2.98 and a TCR score of 59.67% has the lowest average with the statement “Place Work I No there is no odors delicious ”, which means in the Laboratory there are no odors delicious.

Response Respondents to Competence

From the results study can know, the average score response employee laboratory is big 4.35 with a score TCR from variable competence of 87.00% with category ok. It means competence There is in the laboratory Good for employees. indicator with a score response most tall on the average answer of 4.5 and a TCR score of 90% with the statement" I commit work". See the results, can conclude that the employee laboratory owns a very good commitment to work. Whereas statement with an average value of 4.17 and a TCR score of 83.33% which has the lowest average with the statement" I can direct colleague Work Good as colleague Work nor as a leader”, which means laboratory employee Enough Good in direct colleague Work Good as colleague Work nor as a leader.

Response Respondents to Occupational Safety and Health (SHO)

From the results study can know, the average score response of employees in the laboratory in Padang is 4.33 with a score TCR from variable competence of 86.59% with category ok. It means Safety and health that work There is in the laboratory Good for employees. indicator with a score response most tall on the average answer of 4.52 and a TCR score of 90.33% with the statement “I use tool protector self moment do thing to feel harm”. See results, can be concluded that the employee Laboratory is very concerned use tool protector self moment things to feel harm. Whereas statement with an average value of 4.28 and a TCR score of 85.67% which has the lowest average with the statement “Degree of conformity between type work with room motion provided is very necessary for do work”, which means Laboratory staff Enough Good in adapt level suitability between type work with room provided motion in do the job.

Response Respondents on Safety Behavior

From the results study can know, the average score response employee laboratory is big 4.10 with a score TCR from variable safety behavior of 82% with category ok. It means the safety behavior There is in the laboratory Good for employees. The indicator has an average answer of 4.25 and a TCR score of 85% with the statement “I am consistently using the available PPE”. See results, can be concluded that the employee laboratory consistently uses the available PPE. Besides that, there is an indicator highest other on the average answer of 4.25 with a TCR score of 85% with the statement " I strive to improve safety at work ". It means that employee laboratories strive to improve work safety in the workplace. Whereas the statement with an average value of 3.82 and a TCR score of 76.33% which has the lowest average with the statement “I took the initiative to demonstrate behavior safety work”, which means laboratory employee Enough Good in initiative For demonstrating behavior safety work on the spot it works.

Data Analysis

Testing data on research This uses the PLS method with the application SmartPLS 4. 0. Testing is done among them test validity, test reliability, test structural model, test hypothesis, and testing mediation.

Measurement Model Analysis (Outer Model)

a. Validity Test

1) Convergent Validity

Convergent validity is done to know the validity connection between each indicator to variable latent. Following picture results calculation along mark *outer loading*:

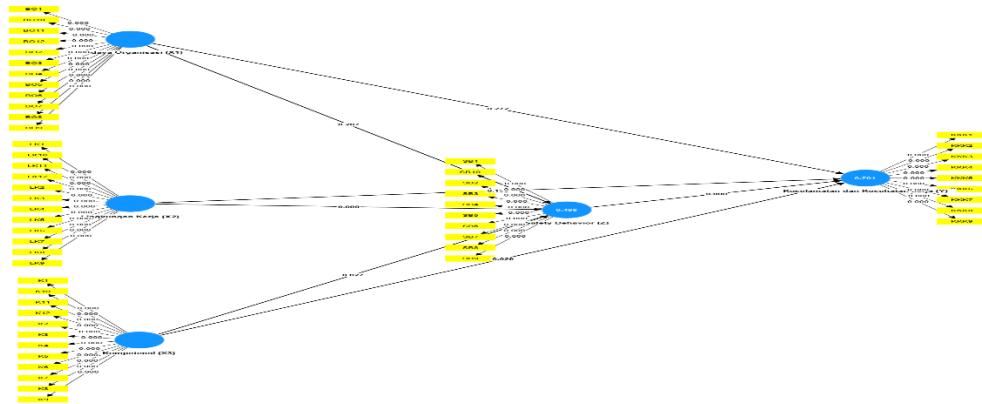


Figure 1. Intermediate Model SmartPLS 4.0 Output Construct

Based on the pictures one can see the whole outer loading value for every indicator the Already value > 0.50, so can conclude that indicator is already valid.

Based on the results testing repeat got all indicators Already own Outer Loading value above 0.50 thereby reflecting statement indicator the already valid. because that, the items used in the study This capable explain construct, for more strengthen that indicator is valid, then can see results AVE value against indicators already tested repeat the. AVE value on the result testing repeats This is as follows:

Table 8. Average Variance Extracted (AVE)

	The average variance extracted (AVE)
Community Perception (X1)	0.515
Community Support (Z)	0.713
Emotional Solidarity (X2)	0.596
Sustainable Tourism Development (Y)	0.703

Based on the table one can see that all AVE values variable Already is at above 0.50 which already Can say that mark Already fulfills the standard for convergent validity.

2) Discriminant Validity

Based on results cross loading testing reveals that each value indicator to a variable is latent and taller than the correlation between construct or indicator with another variable. So we can conclude that cross-loading results show discriminate validity is valuable ok.

Apart from Cross Loading, there are Heterotraits Monotrait Ratio (HTMT) used For multitrait-multimethod matrix as base measurement. Test results show that on the statement of each variable, everything is declared valid, p This because the mark Heterotraits – Monotraits Ratio < 0.90. Besides, evaluate mark cross loading and Heterotrait – Monotrait Ratio (HTMT) testing validity discriminant can determine from results fornell-larger criterion. Condition from testing This is a correlation variable with himself Alone must be bigger than the correlation variable with variable other. *output from Cirteiron Fornell-Larcker* is shown below this.

Table 9. Fornell-Lacker results in Cirteiron

	Occupation				
	Culture Organizat ion (X1)	al safety and health (Y)	Competen cy (X3)	Environm ent Work (X2)	Safety Behavio r (Z)
Culture Organization (X1)	0.771				
Occupational safety and health (Y)	0.710	0.742			
Competency (X3)	0.752	0.735	0.816		
Environment Work (X2)	0.613	0.625	0.534	0.724	
Safety Behavior (Z)	0.606	0.735	0.606	0.616	0.737

Based on the table above, the indicators used to measure the variable are taller from the correlation indicator the with variable other so can sum up respectively variable own validity high.

b. Reliability Test

A reliability test is purposeful testing to evaluate tool measure used has in accordance or Not yet with reality on the ground. Following is mark composite reliability and value Cronbach alpha:

Table 10. Output Composite Reliability and Cronbach Alpha

	Cronbach's alpha	Composite reliability (rhoa)
Culture Organization (X1)	0937	0.942
Occupational safety and health (Y)	0892	0.903
Competency (X3)	0.954	0.957
Environment Work (X2)	0914	0.928
Safety Behavior (Z)	0.904	0.916

Table one show that composite reliability results and all Cronbach's alpha variable own mark good reliability.

Structural Model Analysis (Inner Model)

Testing this can analyze with see mark r-square or predictive value of how much big influence variable exogenous to endogenous. Criteria To conclude the results r-square ie mark r-square of 0.75 means a strong model, a value r-square of 0.50 means the model is moderate, and a value r-square of 0.25 means the model is weak. Following is the exposure mark r-square:

Table 11. R-Square Results

	R-square	R-square adjusted
Occupational safety and health (Y)	0.701	0.679
Safety Behavior (Z)	0.498	0.471

Based on the table one can see that the more big the R-Square value the more great ability of the variable independent influences the variable dependent.

Variable Safety Behavior (Z) has an R-square value is 0.498 which means 49.8% of the influencing variables Safety behavior (Z) is Culture Organization (X1), Environment work (X2), and competence (X3), meanwhile, the remaining 50.2% is explained by other factors outside variable study this. Next, for the variable Occupational safety and health (Y) the R-square value is 0.701 which means 70.1% of the influencing variables Occupational safety and health (Y) is Culture Organization (X1), Environment work (X2), and competence (X3), and safety behavior (Z), meanwhile For the remaining 29.9% is explained by other factors outside variable study this.

Testing hypothesis

Function bootstrap used in smart PLS 4.0 for testing hypothesis. The t- statistic and p-value show is hypothesis rejected or accepted. If the t- statistic value is more from the t- table, 1.96 to be exact, and the p-value is smaller than 0.05, then the hypothesis is accepted. Whereas mark coefficient track can be used To know if a connection with something variable has an influence positive or negative.

Based on the results testing can conclude, that:

- a. Culture organization is influential positive and not significant to Occupational Health and Safety because the p-value is 0.272 or > 0.05. While the original sample value of 0.179 means that the direction of influence of the variable relationship is positive.
- b. Environment Work is influential positive and not significant to Occupational Safety and Health because the p-value obtained is 0.158 or > 0.05. While the original sample value obtained was 0.126, meaning the direction of influence of the relationship variable the positive.
- c. Competence is influential positive and significant to Occupational Safety and Health because the p-value obtained is 0.029 or <0.05. While the original sample value obtained was 0.317, meaning the direction of influence of the relationship variable the positive.
- d. Culture organization is influential positive and not significant to safety behavior because the p-value obtained is 0.207 or > 0.05. While the original sample value obtained was 0.171 which means the influence of the relationship variable the positive.

- e. Environment Work is influential positive and significant to safety behavior because the p-value obtained is 0.000 or <0.05 . While the original sample value obtained was 0.359, which means that the influence of the variable relationship is positive.
- f. Competence is influential positive and significant to safety behavior because the p-value obtained is 0.027 or <0.05 . While the original sample value obtained was 0.287, which means that the influence of the variable relationship is positive.
- g. Safety Behavior matters positively and significantly to occupational safety and health because the p-value obtained is 0.000 or <0.05 . While the original sample value obtained was 0.357, which means that the influence of the variable relationship is positive.

Based on results testing from influence No direct variable Culture Organization, Environment work, and competence to Occupational safety and health, can conclude that Culture Organization influential positive and no significant to Occupational safety and health with safety behavior as variable mediation. this is Because the mark *p-value* obtained of 0.275 or > 0.05 . The original sample value obtained was big 0.061 which means the influence connection variable the positive Environment Work influence positive and significant to Safety and Health Work with safety behavior as variable mediation. this is Because the mark *p-value* obtained of 0.009 or <0.05 which means the connection is influential and significant. The original sample obtained a big 0.128 which means the influence connection variable the positive.

Competence influence is positive and significant to Safety and Health Work with safety behavior as variable mediation. this is Because the mark *p-value* obtained of 0.028 or <0.05 . The original sample value was obtained as big 0.102 which means the influence connection variable the positive.

Testing Mediation

Following is the results test:

- a. Do testing significance without entering variable mediation to the PLS path model, if the result is significant so carry on to the step next.

The Influence of Organizational Culture, Work Environment, and Competence on Safety Health Occupation (SHO) Laboratory Employees with Safety Behavior as a Mediation Variable

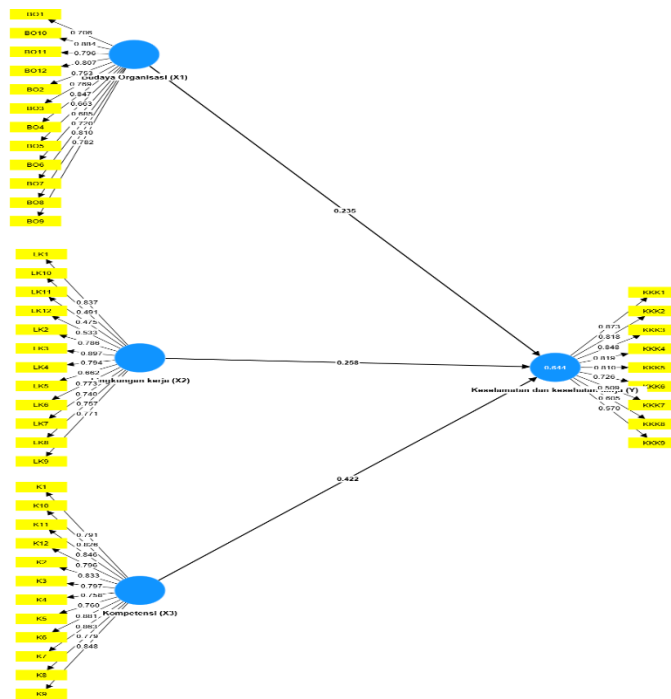


Figure 2. Model Without Variable Mediation

Figure 2 above is a picture that does testing significance direct with variable Culture organization, Environment work, and competence to Safety and Health Work without entering variable mediation namely Safety Behavior. Got the results are described in the table under this.

Table 12. Path Coefficient Variable Without Mediation

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
Culture Organization (X1) -> Safety and health work (Y)	0.235	0.238	0.167	1,411	0.158
Competency (X3) -> Safety and health work (Y)	0.422	0.434	0.144	2,934	0.003
Environment work (X2) -> Safety and health work (Y)	0.258	0.255	0.088	2,916	0.004

Based on the table above can be seen that the Culture organization has the t- statistic value < 1.96 and p-value > 0.05 which means the culture organization has No own influence in a manner direct to Safety and health work. Environment Work owns the t- statistic value > 1.96 and the p-value < 0.05 ie 0.003 which means Environment Work owns influence in a manner direct. Besides that, Competence has the t- statistic value > 1.96 and p-value < 0.05, which is 0.003 which means competence’s influence in a manner direct.

- b. For know comparison directly and indirectly by calculating the Variance Accounted For (VAF) value.

VAF value is calculated with an assessment of the mediating effect based on the value of the VAF, conditions VAF value:

$VAF > 80\%$ = Variable mediation full mediation

$20\% \leq VAF \leq 80\%$ = Mediation variable partial mediation

$VAF < 20\%$ = variable mediation No characteristic as a mediator

The VAF formula is as follows:

- 1) The Influence of the VAF Culture organization on Safety and Health Work through safety behavior. Based on the results calculation of variance accounted for (VAF) in total securities mediation provided by Safety Behavior in the connection between Culture organization with Safety and health work, that is by 19% and incl no-mediating category. That is, a Culture organization that has created safety behavior will increase Safety and Health Work by 19%.
- 2) Effects of Environmental VAF Work on Safety and Health Work through safety behavior. Based on the results calculation of variance accounted for (VAF) in total securities mediation provided by Safety Behavior in the connection between Environment Work with Safety and Health Work that is by 64% and incl partial mediation category. That is, Environment work that has been creating safety behavior will increase Safety and Health Work by 70%.
- 3) Effect of VAF Competence on Safety and Health Work through safety behavior. Based on the results calculation of variance accounted for (VAF) in total securities mediation provided by Safety Behavior in the connection between Competence with Safety and Health Work that is by 62% and incl partial mediation category. That is, competence that has created safety behavior will increase Safety and Health Work by 70%.

CONCLUSION

H1: Culture Organization Influential Positive and Significant To Occupational Safety and Health (SHO) Employees Laboratory. Test results show the connection between the variable Culture organization to Occupational Safety and Health (SHO) has an original sample value of 0.179, then the t-statistics value is 1.099 and the p-value is 0.272 which is a significant connection between the variable This is significant Because t-statistic value < 1.96 and p-value > 0.05 . Test results This can conclude that Culture organization is influential and positive on Occupational Safety and Health (SHO) and so not significant No there is a connection direct between Culture organization with Occupational Safety and Health (SHO), so hypothesis first (H1) is Unsupported.

H2: Work Environment Has a Positive and Significant Impact on Occupational Safety and Health (SHO) of Laboratory Employees. Test results show connection variable Environment Work to Occupational Safety and Health (SHO) has an original sample value of 0.126, then the t-statistics value is 1.413 and the p-value is 0.158 which is a significant connection between variables This is A significant Because t-statistic value < 1.96 and p-value > 0.05 . Test results This can conclude that Environment Work is influential and positive to Occupational Safety

and Health (SHO) and so not significant No there is connection direct between Environment Work with Occupational Safety and Health (SHO), so hypothesis second (H2) is Unsupported.

H3: Competence Has a Positive and Significant Impact on Occupational Safety and Health (SHO) of Laboratory Employees. Test results show connection variable Competence to Occupational Safety and Health (SHO) has an original sample value of 0.317 then the t-statistics value is 2.178 and the p-value is 0.029 which is a significant connection between variables This is significant Because the t-statistic value > 1.96 and p-value < 0.05 . Test results This can conclude that competence is influential and positive to Occupational Safety and Health (SHO) and so significant there is a connection direct between competence with Occupational Safety and Health (SHO), so hypothesis third (H3) is Supported.

H4: Organizational Culture Has a Positive and Significant Influence on Safety Behavior Employee Laboratory. Test results show the connection variable Culture organization to Safety Behavior has an original sample value of 0.171, then the t-statistics value is 1.261 and the p-value is 0.207 which is a significant connection between variable variable This is No significant Because the t-statistic value < 1.96 and p value > 0.05 . Test results This can conclude that Culture organization influential positive on Safety Behavior and so not significant No there is a connection direct between Culture organization with Safety Behavior, so hypothesis fourth (H4) is Unsupported.

H5: Work Environment Has a Positive and Significant Influence on Safety Behavior Employee Laboratory. Test results show connection variable Environment Work to Safety Behavior have an original sample value of 0.359 then the t-statistics value is 3,779 and the p-value is 0.000 which is a significant connection between variable This is significant Because the t-statistic value > 1.96 and p value < 0.05 . Test results This can conclude that Environment Work is influential and positive to Safety Behavior and significant so there is a connection direct between Environment Work with Safety Behavior, so hypothesis fifth (H5) is Supported.

H6: Competence Influential Positive and Significant to Safety Behavior Employee Laboratory. Test results show connection variable Competence to Safety Behavior has an original sample value of 0.287 then the t-statistics value is 2,313 and the p-value is 0.027 which is a significant connection between variables This is significant Because the t-statistic value > 1.96 and p-value < 0.05 . Test results This can conclude that Competence is influential and positive to Safety Behavior and is significant so there is a connection direct between Competence with Safety Behavior, so hypothesis sixth (H6) is Supported.

H7: Safety behavior Influential Positive and Significant towards Occupational Safety and Health (SHO) of Employees Laboratory. Test results show Safety Behavior variable relationship to Occupational Safety and Health (SHO) has an original sample value of 0.357 then the t-statistics value is 3,782 and the p-value is 0.000 which is a significant connection between variables This is significant Because the t-statistic value > 1.96 and p-value < 0.05 . Test results This can conclude that Safety Behavior is influential and positive to Occupational Safety and Health (SHO) and so significant there is a connection direct between Safety Behavior with Occupational Safety and Health (SHO), so hypothesis seventh (H7) is Supported.

H8: Safety Behavior Can Mediate the Influence of Organizational Culture on Employee Occupational Safety and Health (SHO). Laboratory. Influence Safety Behavior as Mediation between Culture Organization To Occupational Safety and Health (SHO) has a marked original

sample positive namely 0.061 and t statistics $1.091 < 1.96$ and a p-value of $0.275 > 0.05$. Safety Behavior is capable mediate the connection between Culture Organization To Occupational Safety and Health. So the results testing hypothesis This can conclude that Safety Behavior has No own connection mediation between Culture Organization to Occupational Safety and Health, so hypothesis the eighth (H8) is Unsupported.

H9: Safety Behavior Can Mediate the Influence of the Work Environment on Occupational Safety and Health (SHO) of Employees Laboratory. Influence Safety Behavior as Mediation between Environment Work To Occupational Safety and Health (SHO) has a marked original sample positive namely 0.128 and t statistic $2.619 > 1.96$ and a p-value of $0.009 < 0.05$. Safety Behavior is capable mediate the connection between Environment Work To Occupational Safety and Health. So the results testing hypothesis This can conclude that Safety Behavior owns connection mediation between Environment Work To Occupational Safety and Health, so hypothesis ninth (H9) is Supported.

H10: Safety Behavior Can Mediate the Influence of Competence on Occupational Safety and Health (SHO) of Employees Laboratory. Influence Safety Behavior as mediation between Competence To Occupational Safety and Health (SHO) has a marked original sample positive namely 0.102 and t statistic $2.199 > 1.96$ and a p-value of $0.028 < 0.05$. Safety Behavior is capable mediate the connection between Competence To Occupational Safety and Health. So the results testing hypothesis This can conclude that Safety Behavior owns connection mediation between Competence To Occupational Safety and Health, so hypothesis tenth (H10) Supported.

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