

## WORK PRODUCTIVITY DETERMINANTS: THE EFFECTS OF WAGES AND OCCUPATIONAL SAFETY AT PT MUTIARA SAWIT SELUMA

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**How to cite:** Putri, Ayati Mariam Nurlima., Ekowati, Sri. (2026). Work Productivity Determinants: The Effects Of Wages And Occupational Safety At PT Mutiara Sawit Seluma. *Jurnal Akuntansi, Manajemen dan Ekonomi Islam (JAM-EKIS)*, 9(2), 729-742. <https://doi.org/10.36085/jam-ekis.v9i1.10242>

### ARTICLE INFORMATION

#### Article History:

Accepted : 11 March, 2026

Revised : 2 Apr, 2026

Approved : 22 May, 2026

#### Keywords:

Work Productivity, Wages, Occupational Safety

Pages: 729-742

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### ABSTRACT

*This study aims to determine the effect of wages and occupational safety on the work productivity of field workers at pt mutiara sawit seluma. this type of research is a quantitative descriptive study. the population of this study is field workers at pt mutiara sawit seluma as the object of research with a total sampling technique. the data collection technique used is a questionnaire. while the data analysis technique uses descriptive analysis, inferential analysis using spss, multiple linear regression analysis, and coefficient of determination (R<sup>2</sup>) analysis. the results of this study indicate that wages have a positive effect on the work productivity of field workers at PT. Mutiara Sawit Seluma. this means that the higher and more appropriate the wages received, the higher the work productivity of field workers. Occupational safety has a positive effect on the work productivity of field workers at pt mutiara sawit seluma. the better the implementation of work safety, the higher the work productivity produced. wages and occupational safety simultaneously or together have a positive and significant effect on the work productivity of field workers at pt mutiara sawit seluma, thus indicating that both independent variables have an important role in increasing the work productivity of field workers.*

### INTRODUCTION

Human resources are a crucial factor in a company's operational success because they play a direct role in carrying out various production activities and achieving organizational goals (Onsardi & Finthariasari, 2022; Onsardi & Finthariasari, 2025). From a modern management perspective, the workforce is viewed not only as task implementers but also as a strategic asset possessing the abilities, skills, and creativity

that can enhance a company's competitiveness. In the era of globalization, competition between companies is increasingly fierce, requiring organizations to manage their human resources effectively and efficiently to achieve optimal work productivity.

In the palm oil plantation sector, the role of field workers is crucial because they are directly involved in production processes such as harvesting, fertilization, spraying, and plant maintenance. Field worker productivity is crucial for a company's success in achieving production targets. Work productivity can be defined as the ability of workers to produce optimal output according to predetermined standards of time, quality, and quantity (Wijaya & Manurung, 2021). High labor productivity will impact operational efficiency and the achievement of company targets.

Various studies have shown that work productivity is influenced by several important factors, including the wage system and workplace safety. Wages are a worker's right received in return for work performed and can be a key driver of employee motivation (Lamijan & Wiwoho, 2021). Providing fair and appropriate wages can increase employee morale and commitment to completing tasks effectively. Research (Obeth & Ramadiana, 2021) also found that wages have a positive and significant impact on labor productivity in the palm oil plantation sector. Furthermore, occupational safety is also a crucial factor influencing worker productivity. Occupational safety is an effort to protect workers' physical and mental health during work activities, ensuring they can work safely and comfortably (Suarjana, 2022). A safe work environment has been shown to improve worker concentration and performance, while risky working conditions can reduce productivity (Syahrino et al., 2025).

Problems related to labor productivity were also found at PT. Mutiara Sawit Seluma, a palm oil plantation company in Seluma Regency, Bengkulu. Based on initial observations and interviews with several field workers, several obstacles remain related to the wage system and the implementation of occupational safety. Some workers believe that the wages received are not fully commensurate with the high physical workload, while the implementation of occupational safety in the field also faces various risks such as suboptimal use of work tools and limited personal protective equipment. These conditions have the potential to impact the motivation and productivity of field workers in achieving work targets.

Although numerous studies have explored the relationship between wages and work productivity as well as occupational safety and work productivity, most of them have focused on these variables independently. Limited research has examined the combined effect of wages and occupational safety on the productivity of field workers in the palm oil plantation industry. Furthermore, empirical studies conducted at PT. Mutiara Sawit Seluma are still scarce. This gap highlights the need for further investigation. Therefore, this study aims to examine the simultaneous effect of wages and occupational safety on the work productivity of field workers at PT. Mutiara Sawit Seluma and to provide empirical evidence within the context of the palm oil plantation sector.

Based on these issues, this study aims to analyze the influence of wages and occupational safety on the productivity of field workers at PT Mutiara Sawit Seluma. The results are expected to contribute to the development of human resource management, particularly in increasing labor productivity in the plantation sector.

## LITERATURE REVIEW

### Wages

According to (Ivancevich, 2016) wages are individual rewards as compensation for the work they do. According to (Ghofur, 2020) wages are a reward received by employees from employers or superiors for work or services that have been or will be performed. The level of employee welfare can be measured by the level of wages received by each employee. According to (Hasibuan, 2016) wages in economic theory are defined as payments obtained for various forms of services provided and given by workers to employers. Thus, wages can be defined as the remuneration received by workers after performing a job. According to (Ivancevich, 2016) wage indicators consist of several parts, including:

1. Adequate is an action, existence, experience, or other dynamic understanding.
2. Justice/fairness ( *Equitable* ) means that everyone must be paid fairly according to their efforts and performance.
3. Balanced *pay* means that all types of compensation must reflect an overall fair compensation package. There is a balance between the expectations and the actual compensation received by workers.
4. *Cost-effectiveness* is the ability of an organization to make payments on time, ensuring that compensation payments are effective for workers.
5. Secure *means* it must be enough to help someone feel safe and help them meet their basic needs.
6. Work stimulants ( *Incentive providing* ) are something that can arouse a sense of work in employees by providing some stimulus or work reward.
7. Appropriate/acceptable ( *Acceptable* ) is an action that is carried out simply or the quality and action that is carried out to respect an action.

### Work safety

According to (Mangkunegara, 2013) said that "work safety is the supervision of people, machines, materials, and methods that include the work environment so that workers do not experience injury. According to (Sujoso, 2012) work safety is safety related to equipment, workplaces and the environment and avoiding dangers that cause suffering, damage or loss while in the work environment. According to (Suarjana, 2022) work safety is an effort carried out systematically to prevent and reduce the possibility of work accidents and occupational diseases. These efforts include creating a safe work environment, implementing appropriate work procedures, and using personal protective equipment so that workers can avoid various risks that can threaten their safety and health while working. Work safety indicators according to (Mangkunegara, 2013) can be explained as follows:

1. Use of work equipment/personal protective equipment  
Explaining the importance of using personal protective equipment such as helmets, gloves, safety shoes, masks, or protective glasses according to the type of work aims to minimize the risk of work accidents and protect employees from potential hazards in the workplace.
2. Workload  
A workload that is appropriate to the physical and mental abilities of employees

greatly influences work safety. Excessive workload can cause fatigue and reduce concentration, thereby increasing the risk of accidents.

3. Occupational safety regulations

Occupational safety regulations serve as guidelines for all employees to maintain safety while working. These regulations cover equipment usage, work procedures, handling of hazardous materials, and preventative measures against potential accidents.

4. Communication and support

Good communication between management and employees plays an important role in creating a work safety culture. Support from management in the form of direction, supervision, and providing information related to work risks can increase employee awareness and responsibility for safety.

5. Occupational safety training

Occupational safety training aims to provide employees with the knowledge and skills to recognize hazards, prevent accidents, and react quickly in emergency situations. With regular and targeted training, employees will be better prepared to ensure their own safety and that of their colleagues in the workplace.

### Work Productivity

According to (Sutrisno, 2009), productivity is a measure of efficiency and a comparison between output in the form of services or goods with input in the form of money, materials, and labor. According to (Wijaya & Manurung, 2021), work productivity is the mental attitude of a worker who always strives to improve the quality of his work and all his efforts to increase effectiveness and efficiency in producing a quality output. According to (Sedarmayanti, 2009), work productivity is a measure of the efficiency and effectiveness of an employee's performance in completing tasks or work that is his responsibility within a certain period.

#### Work Productivity Indicators

According to (Sutrisno, 2009) to measure work productivity, an indicator is needed, namely as follows:

1. Ability

Have the ability to carry out tasks. An employee's ability is highly dependent on the skills they possess and their professionalism in working. This gives them the power to complete the tasks assigned to them.

2. Improve the results achieved

Strive to improve the results achieved. The results are something that can be felt by both those who do the work and those who enjoy the results of the work.

3. Spirit at work

This is an effort to be better than yesterday. Self-development can be achieved by looking at the challenges and hopes faced.

4. Self-development

Continuously develop yourself to enhance your work skills. Self-development can be achieved by assessing the challenges and expectations faced. The greater the challenge, the more necessary self-development is. Likewise, the hope of improving will, in turn, significantly impact employees' desire to improve their

- skills.
5. Quality  
Quality is the result of work that can show the quality of an employee's work.
  6. Efficiency  
Comparison between the results achieved with the overall resources used.

## RESEARCH METHOD

This study uses a quantitative approach to analyze the influence of wages and occupational safety on field labor productivity. Quantitative methods were used because this study examines the relationship between variables that can be measured numerically and analyzed using statistical techniques. According to (Sugiyono, 2020), quantitative research is a research method used to examine a specific population or sample using research instruments and statistical data analysis to test predetermined hypotheses.

This research was conducted at PT. Mutiara Sawit Seluma, located in Air Melancar, Semidang Alas Maras District, Seluma Regency, Bengkulu. The research period was from December 2025 to January 2026. The population in this study were all field workers working at PT. Mutiara Sawit Seluma, totaling 150 people. The sampling technique used a nonprobability sampling technique with a saturated sampling method, namely all members of the population were used as research samples so that the number of samples in this study was 150 respondents (Sugiyono, 2020).

The data collection techniques used in this study included observation, interviews, and questionnaires distributed to field workers. The questionnaire served as the primary research instrument and contained statements related to variables such as wages, occupational safety, and work productivity.

Data analysis techniques were performed using the Statistical Package for Social Science (SPSS) version 24. Data analysis included descriptive statistical analysis to describe respondent characteristics and responses to research variables, and inferential statistical analysis to examine relationships between variables. Prior to hypothesis testing, instrument testing was conducted, consisting of validity and reliability tests. In addition, classical assumption tests were conducted, including normality, multicollinearity, and heteroscedasticity tests.

Next, hypothesis testing was conducted using multiple linear regression analysis to determine the effect of wages and occupational safety on field worker productivity. Furthermore, the coefficient of determination ( $R^2$ ) was used to determine the ability of the independent variables to explain the dependent variable, and t-tests and F-tests were used to determine the partial and simultaneous effects of variables on field worker productivity.

## RESEARCH RESULTS AND DISCUSSION

### Results

This section will explain matters related to the data collected, the results of data processing, and a discussion of the results. The systematics of the discussion in this chapter consist of a description of the research location, respondent characteristics, a description of respondent responses, classical assumption tests, normality tests,

multicollinearity tests, heteroscedasticity tests, multiple linear regression tests, coefficients of determination, and hypothesis tests.

PT Mutiara Sawit Seluma is a company engaged in the palm oil plantation sector and has been operating for many years. Its head office is located at Jl. Raya Seluma No. 123 Seluma Bengkulu. Focusing on sustainability and product quality, PT Mutiara Sawit Seluma has successfully dominated the market and become a leading company in its field. Commitment to responsible business practices is the key to their success. PT Mutiara Sawit Seluma has gone through a long journey with significant growth. The company's vision is to become the leading producer of sustainable palm oil in Indonesia. Their mission is focused on increasing productivity, environmental preservation, and empowering the surrounding community. A solid and professional leadership structure supports the achievement of the company's goals. PT Mutiara Sawit Seluma was founded in 2005 by Mr. Budi Santoso with the aim of supplying high-quality palm oil to the domestic and international markets. Initially, the company only managed a small plantation but has now grown into one of the largest palm oil plantation companies in Bengkulu. Throughout its journey, PT Mutiara Sawit Seluma continues to innovate in facing various challenges. One of the greatest successes is the application of modern agricultural technology that significantly increases crop yields. With a planned expansion strategy, the company now has 5 branches in various regions in Bengkulu.

### Classical Assumption Test Results

#### Normality Test Results

The data normality test in this study was conducted using the Kolmogorov v Smirnov test. The selection of the data normality test using the Kolmogorov Smirnov test was because the Kolmogorov Smirnov test is simpler and does not cause differences in perception between one observer and another, as often occurs in other normality tests. The normality test was conducted by comparing the significance value to the alpha value. (0.05), if the significance value of each research variable is > than the alpha value (0.05), if the significance value of each research variable is normally distributed.

**Table 1. Kolmogorov-Smirnov Normality Test Results**

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		150
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Standard Deviation	2.39928188
Most Extreme Differences	Absolute	.046
	Positive	.046
	Negative	-.030
Test Statistics		.046
Asymp. Sig. (2-tailed) <sup>c</sup>		.200 <sup>d</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: SPSS Output

As shown in Table 3, the significance value of Asymp. sig. (2-tailed) of 0.200 is greater than 0.05. Therefore, it can be concluded that it is in accordance with the decision-making principles of the Kolmogorov-Smirnov normality test. Therefore, the distribution found in this study is considered normal.

### Multicollinearity Test Results

This multicollinearity test aims to determine whether each independent variable, namely wages and work safety, is linearly related. Multicollinearity testing can be performed by observing a tolerance value above 0.1 and a VIF less than 10. This indicates no tendency for multicollinearity to occur. The results of the multicollinearity test using SPSS version 24 are shown in the table below:

**Table 2. Multicollinearity Test Results**

No	Variables	Tolerance	VIF	Information
1	Wages	0,573	1,744	Non-Multicollinearity
2	Work safety	0,573	1,744	Non-Multicollinearity

Source: SPSS Output

Based on the table above, it can be seen that all variables have a tolerance value above 0.1 and a VIF value below 10, thus it can be concluded that the variables in this study are free from multicollinearity.

### Results of Multiple Linear Regression Analysis

This study will use multiple linear regression analysis to illustrate the respondents' responses to wages and occupational safety on work productivity. Based on multiple linear regression estimates using SPSS, the following table is obtained:

**Table 3. Results of Multiple Linear Regression Analysis**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,049	2,508		2,120	.001
	Wages	.556	.061	.549	9,151	.000
	Work safety	.415	.068	.366	6.102	.000

a. Dependent Variable: Work Productivity

Source: SPSS Output

From the calculation results above, the regression equation is as follows:

$$Y = 1.049 + 0.556 (X_1) + 0.415 (X_2)$$

Based on the regression equation above, it can be explained as follows:

1. The constant value of 1.049 indicates the baseline level of work productivity when the wage and occupational safety variables are held constant. This finding suggests that work productivity is not solely influenced by wages and occupational safety but may also be affected by other factors outside the research model, such as work motivation, job experience, work discipline, leadership, and

- organizational conditions. Therefore, the constant reflects the contribution of these unobserved factors that continue to support employees' work productivity.
2. The regression coefficient of the wage variable ( $X_1$ ) is 0.556. This means that for every one-unit increase in wages, work productivity will increase by 0.556 units, assuming that the occupational safety variable ( $X_2$ ) remains constant. This positive coefficient indicates that higher wages are associated with higher levels of employee productivity.
  3. The regression coefficient of the occupational safety variable ( $X_2$ ) is 0.415. This indicates that for every one-unit increase in occupational safety, work productivity will increase by 0.415 units, assuming that the wage variable ( $X_1$ ) remains constant. This positive relationship suggests that improved occupational safety contributes to higher employee productivity.

The results further indicate that wages ( $X_1$ ) have the strongest influence on work productivity, with a regression coefficient of 0.556, compared to occupational safety ( $X_2$ ), which has a regression coefficient of 0.415. This finding suggests that improvements in wages contribute more substantially to increases in employee productivity than improvements in occupational safety.

This condition can be explained by the characteristics of field work in the palm oil plantation sector, which requires considerable physical effort and direct involvement in operational activities. For field workers, wages represent a primary source of income and economic security. Therefore, when employees perceive that the wages they receive are fair and commensurate with their workload and contributions, they are more motivated to work efficiently and achieve higher productivity levels. Although occupational safety is also an important factor in supporting productivity, economic considerations appear to be a more immediate concern for workers. Consequently, wage policies play a strategic role in enhancing employee performance and productivity at PT. Mutiara Sawit Seluma.

### Results of the Coefficient of Determination ( $R^2$ )

To determine the percentage contribution of the influence of the independent variable wages ( $X_1$ ) and work safety ( $X_2$ ) on the dependent variable of work productivity ( $Y$ ), then from computer calculations using SPSS, the coefficient of determination test can be seen in the following table:

**Table 4. Coefficient of Determination Value ( $R^2$ )**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.835 <sup>a</sup>	.697	.693	2.41555
a. Predictors: (Constant), Job Safety, Wages				
b. Dependent Variable: Work Productivity				

Source: SPSS Output

Based on the table above, it can be seen that the Adjusted determination coefficient ( $R^2$ ) value is 0.697. This value means that the variables of wages and work

safety on work productivity contribute 0.697 or 69.7 % to the work productivity of PT. Mutiara Sawit Seluma field workers, while the remaining 0.303 or 30.3 % is influenced by other variables that are not included in this research model.

### Hypothesis Testing Results

#### Hypothesis Testing with the t -Test

To test the partial influence of the independent variable on the dependent variable, a t-test is used, as seen in the following table:

**Table 5. Hypothesis Testing Results with t- Test**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,049	2,508		2,120	.001
	Wages	.556	.061	.549	9,151	.000
	Work safety	.415	.068	.366	6.102	.000

a. Dependent Variable: Work Productivity

Source: SPSS Output

Through calculations carried out using the SPSS program, the comparison between the number of samples (n) = 150, the number of variables (k) = 2,  $df = (nk) = 150 - 2 = 148$  obtained  $t_{table} = 1.65521$ . Each variable is as follows:

1. Wages (  $X_1$  ) are  $t_{hit} > t_{table}$  ( $9.151 > 1.65521$ ) and ( $sig \alpha = 0.000 < 0.05$ ), this states that there is a positive and significant influence of wages (  $X_1$  ) on the work productivity of field workers at PT. Mutiara Sawit Seluma.
2. Occupational safety (  $X_2$  ) is  $t_{hit} > t_{table}$  ( $6.102 > 1.65521$ ) and ( $sig \acute{\alpha} = 0.000 < 0.05$ ), this states that there is a positive and significant influence of occupational safety (  $X_2$  ) on the work productivity of field workers at PT. Mutiara Sawit Seluma.

#### Hypothesis Testing with the F Test

In this study, the hypothesis testing is intended to measure the magnitude of the influence of wages (  $X_1$  ) and work safety (  $X_2$  ) on work productivity ( Y ), so the f test is used. In this study, the number of samples ( n ) is 150 and the number of parameters ( k ) is 3, so that  $df_1 = k - 1 = 3 - 1 = 2$ ,  $df_2 = nk = 150 - 2 = 148$  is obtained. To test the influence of the independent variable partially on the dependent variable, the F test is used as follows:

**Table 6. Hypothesis Testing Results with F Test**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1973.134	2	986,567	169,081	.000 <sup>b</sup>
	Residual	857,726	147	5,835		
	Total	2830.860	149			

a. Dependent Variable: Work Productivity

b. Predictors: (Constant), Job Safety, Wages

Source: SPSS Output

Based on the hypothesis test table with the F test above, it was obtained  $F_{hitung}$  169,081 with a value  $F_{tabel}$  of 3.06, namely ( $169,081 > 3.06$ ) and ( $\text{sig } \alpha = 0.000 < 0.05$ ), so it can be concluded that  $H_3$  it is accepted, meaning that simultaneously the wage variable (X1) and work safety (X2) have a positive and significant effect on the work productivity of field workers at PT. Mutiara Sawit Seluma.

## Discussion

### The Effect of Wages (X1) on Work Productivity (Y)

The research results show that wages have a positive and significant impact on the work productivity of field workers at PT. Mutiara Sawit Seluma. This finding indicates that the better the wage system implemented by the company, the higher the level of work productivity achieved by workers. A decent wage can increase work motivation, discipline, and enthusiasm in workers in completing work according to the company's targets.

Theoretically, the results of this study are in line with the opinion of (Ivancevich, 2016) which states that wages are a form of appreciation given to individuals as compensation for work performed. Similarly, according to (Ghofur, 2020), wages are a reward given by companies to workers for their contributions and services. In this context, wages serve not only as a source of income for workers but also as a motivational instrument that can improve work performance and productivity.

The findings of this study also support previous research showing that the wage system influences employee productivity. This research, conducted by (Saiful Anwar, 2025), shows that the provision of wages and incentives has a positive and significant influence on employee work productivity. Another study by (Mahewel & Tampubolon, 2025) also found that wages influence employee productivity. This suggests that fair and proportional wage policies are a crucial factor in improving workforce performance.

Furthermore, the regression analysis indicates that wages have a stronger influence on work productivity 0.556 than occupational safety 0.415. This finding suggests that economic factors remain the primary consideration for field workers at PT. Mutiara Sawit Seluma. The nature of plantation work requires substantial physical effort and direct involvement in operational activities, making employees highly sensitive to the level of compensation they receive. When workers perceive that their wages are fair and proportional to their workload and contributions, they tend to be more motivated to achieve production targets and improve their performance. Therefore, wages play a strategic role in encouraging higher levels of productivity among field workers.

However, the results of this study also indicate that some workers still believe the wage system does not fully reflect the work results achieved. This situation indicates an opportunity for companies to improve the wage system to better align it with worker productivity levels. With a fairer and more transparent wage system, it is hoped that worker motivation will increase, thereby achieving optimal work productivity.

### The Influence of Occupational Safety (X2) on Work Productivity (Y)

The research also shows that occupational safety has a positive and significant

impact on the productivity of field workers at PT Mutiara Sawit Seluma. This finding suggests that a safe and secure work environment can improve worker comfort and concentration in carrying out their work. When workers feel safe from the risk of workplace accidents, they can work with greater focus, speed, and efficiency, thereby increasing productivity.

Theoretically, the results of this study are in line with the opinion of (Mangkunegara, 2013) which states that occupational safety is an effort to supervise humans, machines, materials, and work methods to prevent workplace accidents. Meanwhile, (Sujoso, 2012) explains that occupational safety is related to safe working conditions so that workers avoid various risks that can cause loss or injury while working.

The findings of this study are also supported by previous research showing that occupational safety influences work productivity (Syahrino et al., 2025). Studies show that occupational safety has a significant impact on worker productivity. Similarly, research (Tika et al., 2022) who found that occupational safety has a positive influence on employee productivity.

Although occupational safety has a positive and significant effect on work productivity, its influence is relatively lower than that of wages. This finding suggests that, within the context of field workers at PT. Mutiara Sawit Seluma, occupational safety functions primarily as a supporting factor that facilitates the achievement of optimal work performance. The implementation of occupational safety measures contributes to the reduction of workplace accidents, minimizes work interruptions, and promotes a safer working environment. These conditions enable employees to perform their duties more effectively and efficiently. Therefore, while occupational safety may not constitute the most dominant determinant of productivity, its role remains essential in sustaining workforce performance and ensuring the continuity of productive operations.

However, this study also identified that the implementation of occupational safety in the field is not yet fully optimal, particularly in terms of monitoring the use of personal protective equipment by workers. This lack of supervision can lead to workers not consistently using personal protective equipment, potentially increasing the risk of workplace accidents. Therefore, companies need to improve supervision and ensure stricter implementation of occupational safety standards to ensure continued worker productivity.

### **The Effect of Wages (X1) and Work Safety (X2) on Work Productivity (Y)**

The research results show that wages and occupational safety simultaneously have a positive and significant impact on field worker productivity at PT Mutiara Sawit Seluma. This finding suggests that increased productivity is not influenced by a single factor, but rather the result of a combination of factors related to worker welfare and protection.

From a human resource management perspective, work productivity is a measure of efficiency that describes the ratio between output produced and input used in the work process (Sutrisno, 2009). Meanwhile, (Wijaya & Manurung, 2021) states that work productivity is a mental attitude of workers who continually strive to improve

work quality and efficiency in producing optimal output. Therefore, providing decent wages and implementing good occupational safety can create working conditions that support increased worker motivation, discipline, and effectiveness.

The results of this study are also supported by research (Fahrezi & Sudiby, 2024) This indicates that wages influence employee productivity. Furthermore, research (Saputra & Khairusy, 2022) also found that occupational safety factors influence employee productivity. This suggests that economic well-being and occupational safety are important factors in improving workforce performance.

The findings also reveal that wages and occupational safety complement each other in improving employee productivity. While wages serve as a direct economic incentive that motivates employees to enhance their performance, occupational safety creates a supportive work environment that enables employees to carry out their duties effectively and with minimal risk of accidents or injuries. Therefore, improving employee productivity requires not only adequate and equitable financial compensation but also the consistent implementation of occupational safety standards. The integration of these two factors can contribute to higher productivity levels, improved employee well-being, and the long-term sustainability of organizational performance.

Practically, these findings imply that management should develop comprehensive human resource policies that simultaneously address employee welfare and workplace safety. By maintaining a balance between fair compensation and effective occupational safety practices, companies can foster a productive workforce and achieve organizational objectives more efficiently.

## CONCLUSION

Based on the results of research that has been conducted on the influence of wages and work safety on the work productivity of field workers at PT. Mutiara Sawit Seluma , the following conclusions can be drawn:

1. Wages have a positive and significant impact on the productivity of field workers at PT Mutiara Sawit Seluma. This indicates that the higher the wages received by workers, the greater their productivity at PT Mutiara Sawit Seluma.
2. Occupational safety has a positive and significant impact on the productivity of field workers at PT Mutiara Sawit Seluma. This means that the better the implementation of occupational safety standards within the company, the safer and more protected workers will feel, thus increasing their productivity.
3. Wages and occupational safety, simultaneously or jointly, significantly impact the productivity of field workers at PT Mutiara Sawit Seluma. This means that worker productivity will be optimal if the company provides decent wages and implements a sound occupational safety system that complies with applicable operational standards.

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