

EMOTIONAL INTELLIGENCE, PHYSICAL CONDITIONS OF THE WORK ENVIRONMENT AND JOB STRESS PRODUCTION EMPLOYEES

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ABSTRACT

The workload increases while the workforce is reduced resulting in high activity which can cause work stress. This research aims to determine the relationship between emotional intelligence and the physical condition of the work environment and work stress in employees. The population in this study were production employees of PT. Kayaba Indonesia. Sampling used a simple random sampling technique with the Harry King nomogram table. The data collection method uses a Likert scale. The results of data analysis with a multivariate correlation of -0.433 with a p value < 0.05. It can be concluded that there is a relationship between emotional intelligence and the physical condition of the work environment and work stress in production employees, meaning there is a significant relationship in the negative direction between emotional intelligence and conditions. physical work environment with work stress on PT. production employees Kayaba Indonesia.

Keywords: Physical Conditions of the Work Environment, Emotional Intelligence, Work Stress.

INTRODUCTION

The development of human resource management has received more and more attention recently, especially with regard to human resource development which is seen as an important factor in the success of organizations and companies. Companies are required to be able to compete harder so that company life can continue in the face of the free market era that will be implemented. Improving quality is the main factor for winning business competition. The quality referred to includes the quality of goods, price and service.

Before this research was carried out, a preliminary survey was conducted with the aim of finding problems as a reference in this research. The survey was conducted using a limited interview method on several production employees of PT. Kayaba Indonesia consisting of production managers, supervisors (assymbling, painting, packing, preparation) and foreman (assymbling, shock absorber plan, gas type shock absorber, land strub type shock absorber, land stay dyer).

Through this interview, the researcher asked questions to the production manager regarding the condition of the company's production department. Through these interviews, the researcher got an idea that the impact of the monetary crisis was still occurring in the company, which could be seen from the decline in productivity, which resulted in a reduction in the workforce. While employee workload does not decrease, this creates tension at work. As a result of this condition, many employees experience fatigue and physical tension, such as stiff necks and backs, feeling dizzy, lack of concentration and lethargy. This is also caused by hot working

conditions or temperatures that are too high, and noise. Employees also often experience boredom, because they always do repetitive work. To reduce boredom, employees leave work to smoke outside and breathe fresh air.

According to Fraser (1992: 77), stress arises whenever there is a change in the balance of complexity between human-machine and the environment. Because complexity is an interactive system, the resulting stress is between several system components and is caused by humans. Viewed from an operational and anthropometric perspective, it is the weakest component in the system, so usually some or all of the resulting tension is manifested in human responses.

The results of a comprehensive survey on the determining factors for improving company or agency work results showed that Emotional Quotient (EQ) or emotional intelligence had an influence of up to 80%, while Intelligent Quotient only contributed 20% (2004:<http://www.warnamerdeka.com/daily/0402/14/kot13.htm>). Based on extensive research on behavior (Goleman, 2000: 38) shows the significant role that emotions play in a person's mental life and that humans actually have two brains, two minds and two different intelligences; rational intelligence and emotional intelligence. A person's success in life is determined by both, not only rational intelligence but emotional intelligence which plays a role. Intellectuals cannot function well without emotional intelligence. If this couple interacts well, emotional intelligence will increase as well as intellectual intelligence.

According to Herrnstein and Murray (Goleman, 1997: 45) emotional intelligence is abilities such as the ability to motivate oneself and survive in the face of frustration, control impulses and not exaggerate pleasure, regulate mood and keep stress from paralyzing the ability to think, empathize and pray.

Various studies in the field of psychology (in Ardhiana Puspitacandri, 2005: 40) prove that individuals who have high emotional intelligence are individuals who are happy, confident in doing every job, popular or known to many people because the individual can establish good relationships with other people. , can overcome various life challenges well and be more successful in the environment and can motivate oneself to always achieve success in the world of work.

Employees in the production department of automotive companies such as PT. Kayaba Indonesia, have work demands that must be limited by time, working in rooms (factories) with high noise levels and hot rooms. Individuals who are unable to adapt to work environments such as hot rooms, high noise levels will have low self-resilience which results in feelings of sensitivity, irritability or conflict.

The application of technology in the production process in today's increasingly developing industry can cause several problems, including working environment temperature. The air temperature which is quite high in the work environment is mostly due to the influence of heat generated in technological processes, burning motorbikes, machines and so on. A hot work environment will disrupt the health and safety of employees, both physically and psychologically. Psychological disorders that can be experienced by employees who work in high temperature work environments are stress. According to Anoraga (1992: 15) high temperatures in the work environment can make employees uncomfortable so they cannot focus on their work and if it continues, employees will experience stress.

If working conditions are ignored and do not receive special attention, they can disrupt employees' work activities, which will ultimately reduce their work output and be detrimental to the company. Employees at work are influenced by physical and non-physical factors. As stated by Suma'mur (1995: 87), the physical work environment includes physical factors in the company, including: noise, lighting, work room temperature, vibration radiation, air pressure and aroma in the workplace. Meanwhile, the non-physical work environment includes, among other things: models of human relations within the company, job descriptions, gender, and job satisfaction.

Employees' desires in a work environment are safe, comfortable and attractive working conditions. Working conditions like these make employees feel happy about the work they do, because work is an activity that takes up most of an employee's life, both physically, psychologically and socially. If employees work in a room with a pleasant atmosphere, adequate facilities, it will make employees feel happy and comfortable working in that room, so that employees can be loyal, disciplined and enthusiastic at work which will ultimately reach a high level of effectiveness and productivity.

On the other hand, if employees are in an uncomfortable physical work environment, such as poor lighting, high noise, gloomy room colors, the room temperature is hot, this will cause work stress in employees which will ultimately affect the employee's work results and will be detrimental to the company.

RESEARCH PURPOSES

This research aims to determine the relationship between emotional intelligence and the physical condition of the work environment and work stress in employees.

FORMULATION OF THE PROBLEM

Based on the background of the problem and the description above, the formulation of the problem to be studied is as follows:

- a. Is there a relationship between emotional intelligence and work stress?
- b. Is there a relationship between the physical conditions of the work environment and work stress?
- c. Is there a relationship between emotional intelligence and the physical condition of the work environment and work stress in production employees at PT. Kayaba Indonesia?

LITERATURE REVIEW

Job Stress

Stress can be experienced by everyone in everyday life with various causal factors. Work stress is part of life stress in general, this is because individuals spend more time working than other activities.

In the Complete Dictionary of Psychology (Chaplin, 1999: 488) stress is a state of distress both physically and psychologically. In general, stress is a situation that is characterized by environmental demands that exceed an individual's ability to tolerate this, which will cause stress.

Job stress according to Robbins (2006: 793) is a condition where an individual is confronted with an opportunity, constraint or demand that is related to what he really wants and the result is perceived as uncertain and important. Most jobs have to be done in a limited time, coupled

with demands that must be fast and precise, making workers live in conditions of tension or work stress.

Sondang P. Siagian (2005: 300) said that work stress is a condition of employees' inability to interact positively with their environment, both in the sense of the work environment and outside it. This means that the employee concerned will face various negative symptoms which in turn will affect his work performance.

The above opinion was expanded by Gibson, et al (1996: 204) who defined work stress as an adaptive response amidst individual differences or psychological processes as a consequence of the environment, situations or external events that impose excessive psychological or physical demands on a person. This opinion shows that work stress occurs due to excessive demands from external factors or the work environment.

T. Hani Handoko's (2000: 200) opinion regarding work stress is a condition of tension that affects a person's emotions, thought processes and condition where too much stress can threaten a person's ability to face the work environment.

Based on the opinions above, it can be concluded that work stress is a condition of pressure both physically and psychologically experienced by employees due to work environmental factors that do not provide comfort for work, work demands or excessive workload.

Robbins (2006: 800) states that there are three symptoms that appear, namely:

a. Physiological symptoms

The relationship between work stress and certain physiological symptoms is not clear. If any, few relationships are consistent. This is attributed to the complexity of the symptoms and the difficulty of objectively measuring them. According to Robbins (2006: 376) work stress can create changes in metabolism, increase heart rate and breathing, increase blood pressure, cause headaches, and cause heart attacks. Meanwhile, according to Everly and Girdano (in A.S. Munandar, 2001: 378) the symptoms of work stress will be seen in skeletal muscles such as trembling fingers and hands, stiff necks, and tense muscles. Other things will also be seen in the internal body organs, such as stomach upset, feeling a pounding heart, feeling lightheaded or about to faint.

These physical complaints will hinder individuals from working. Other things will also be seen in the internal body organs, such as stomach upset, feeling a pounding heart, feeling lightheaded or about to faint. These things cause health conditions to decline.

b. Psychological symptoms

Job stress can lead to job-related dissatisfaction. Or in other psychological conditions such as tension, anxiety, irritability, easily confused or forgetful, frustrated, aggressive, depressed, anxious, nervous, feeling lonely, bored, unable to make decisions, poor concentration, sensitive to criticism and likes to procrastinate. procrastinate or be lazy about working.

c. Behavioral symptoms

Symptoms of work stress that are associated with behavior also include changes in eating habits, increased smoking and alcohol consumption, rapid speech, restlessness and sleep disorders (somnambulism). Other symptoms of work stress that appear in individual form usually appear in the form of wanting to take a holiday from work or stop working, wanting to go home early or coming late to work, in other words the individual is lazy at work. Thus, it can be said that the factors of work stress are physiological symptoms, psychological symptoms and behavioral symptoms.

Emotional Intelligence

Emotional intelligence is the main skill, the ability that deeply influences all other abilities, both facilitating and hindering these abilities, to think and plan to pursue exercises for long-term goals, to solve problems and the like, it is these emotions that determine the limits of people's ability to utilize innate mental abilities and thereby determine success in life, because emotional abilities are the mother of abilities, accommodating all types of intelligence (Goleman, 1997: 45).

According to Cooper and Sawaf (2000: xv) emotional intelligence is the ability to feel, understand, and effectively apply emotional power and sensitivity as a source of human energy, information, connection and influence. Meanwhile, Ardhiana Puspitacandri (2005: 40) said that emotional intelligence is accuracy regarding one's own and other people's emotions as well as the ability to manage feelings to motivate, plan and achieve life goals, understand how other people work, and work together with other people.

Salovey and Mayer (in Wegner, 1993: 259) state that emotional intelligence is the ability to monitor one's own feelings and emotions as well as those of others, distinguish between emotions that arise and use this information to guide one's thoughts and actions.

Based on the expert opinion above, it can be concluded that emotional intelligence is an emotional ability which includes the ability to recognize one's emotions, the ability to manage emotions, the ability to motivate oneself, the ability to recognize other people's emotions, and the ability to build relationships with other people.

According to Salovey (Goleman, 1995: 58-59) there are five abilities in emotional intelligence, namely:

- a. Recognizing one's emotions, namely self-awareness or the ability to recognize feelings when they occur. This ability is the basis of emotional intelligence. The inability to discern one's true feelings makes individuals at the mercy of feelings. Individuals who can recognize feelings when they surface are individuals who are able to control their lives and are able to make more stable personal decisions.
- b. Managing Emotions, namely the ability to handle feelings so that feelings can be expressed appropriately or in harmony until balance is achieved within the individual. This includes the ability to entertain oneself, let go of anxiety, depression or offense and the consequences it causes as well as the ability to recover from stressful feelings. Emotions that are too intense or last too long will disrupt the stability of life.
- c. Motivating Yourself, namely the ability to organize emotions as a tool to achieve goals. This is very important in terms of paying attention, motivating yourself, controlling yourself and having the confidence to be creative. Emotional self-control is the ability to restrain oneself from satisfaction and control one's impulses is the basis for success in various fields. And, being able to adapt to situations allows for high performance in all fields. Individuals who have these abilities tend to be much more productive and effective in whatever they do.
- d. Recognizing other people's emotions, namely the ability to put oneself in someone else's shoes is also called empathy. Individuals who have the ability to empathize are better able to perceive hidden social signals that indicate what other people need so that they are able and willing to intervene to help others out of trouble.
- e. Building Relationships, namely the art of building relationships with others is being able to recognize each individual's emotions and control them. Before being able to control other people's emotions, a person must be able to control his own emotions and be able to empathize. This is social competence that can make our relationships with other people

effective. Social competence allows someone to inspire others, build relationships, and be cooperative, persuade and influence others to calm down.

Physical Conditions of the Work Environment

In a workplace, there are several factors that influence the work environment such as; physical factors, chemical factors, biological factors and psychological factors. All of these factors can cause disruption to the working atmosphere and affect the health and safety of the workforce. According to Manuaba (Tawaka et al., 2004: 33) that a comfortable work environment is needed by workers to be able to work optimally and productively. Therefore, the work environment must be handled or designed in such a way that it is conducive to workers carrying out activities in a safe and comfortable atmosphere.

According to Sedarmayanti (1996: 1) the work environment is the totality of tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as individuals and in groups. Company employees will be able to carry out their activities well so as to achieve optimal results, if supported by various factors including good physical condition, employees caring about the work environment both for personal comfort and to make it easier to carry out their tasks well.

Studies show that employees prefer physical surroundings that are not dangerous or troublesome. Temperature, light, noise and other environmental factors should not be extreme (not too much or not too little, for example: too hot or too dimly lit. Besides that, most employees prefer to work close to home, with relatively clean and comfortable facilities). modern, and with adequate tools and equipment (Robbins, 2006: 150).

The physical work environment includes everything from parking facilities outside the company building, the location and design of the building to the amount of light and sound that falls on an employee's work desk or work space. The conditions of the physical work environment where a person works will influence work activities or activities at the company (Munandar, 2001: 109).

According to Panji Anoraga (1993: 57) it is not necessarily true that good physical conditions can foster good morals, on the contrary, poor physical conditions can often foster very high morals, because the physical work environment is one of the causes of success in carrying out a job, but also causes failure in the implementation of a job.

In general, the expected physical conditions of the work environment, namely the atmosphere of the workplace and the tools and equipment used in the workplace include: lighting, air exchange, noise level, temperature and humidity (Schultz, 1990: 407). Meanwhile, according to Mangkunegara (1993: 88) the physical conditions of the work environment include lighting (light), sound, color, music, temperature and humidity.

From the definitions above, it can be said that the physical condition of the work environment is the environmental atmosphere around the workplace, such as lighting, color noise, temperature, humidity and room pollution, which can influence employees in carrying out the tasks assigned to that individual.

Good physical working conditions can increase work efficiency, reduce fatigue and create satisfaction at work. As stated by Schultz (1990: 412) working conditions are the conditions around an employee's workplace which include five factors including:

a. Lighting Factors

Lighting is important for work efficiency. Insufficient or dazzling lighting will tire the eyes. Eyestrain will cause drowsiness and this is dangerous if employees operate dangerous machines, causing accidents (Syukri Sahab, 1997: 71). Meanwhile, according to Suma'mur (1996: 93), good lighting allows workers to see the objects they are working on clearly, quickly and without unnecessary effort. Moreover, adequate lighting gives the impression of a better view and a refreshing environment.

b. Noise Factor

Sounds are heard as stimuli to the ear by vibrations through an elastic medium, and when these sounds are unwanted, they are declared as noise (Suma'mur, 1996: 57). Noise is a common cause of complaints from factory employees when carrying out their activities. Noise interferes with concentration, communication and thinking abilities (Syukri Sahab, 1997: 71). Noise interferes with attention that needs to be continuously paid. Therefore, workers who observe and supervise a production process or results can make mistakes, due to disruption of concentration (Suma'mur, 1996: 67).

According to Schultz (1990: 340) employees who work in very noisy environments tend to be aggressive, suspicious and easily angered than employees who work in quieter environments.

c. Coloring Factors

Color, as has been proven, can increase production, reduce errors and accidents, and improve morale. However, this does not mean that color customization is not considered in the industry. For example, color is used in various factories as a means of coding. Firefighting equipment is red, hazardous areas are yellow, and first aid equipment is green. This makes the equipment and areas easy to identify.

Color can also be used to prevent eye fatigue due to color differences in light-reflecting properties. White walls reflect more light than darker colors. Thus, using the right color can make a room brighter or darker.

d. Temperature and Humidity Factors

Uncomfortable temperature conditions can affect the quantity and quality of employees. Even though in these conditions sometimes production levels still remain stable, however, employees have to spend more energy. As a result, employees need more rest breaks which will ultimately reduce productivity and work effectiveness.

e. Indoor Pollution Factors

Lack of fresh air entering the room caused by poor ventilation or no ventilation can endanger employee health. Many office buildings are closed environments, designed to be free of outside interference. Windows cannot be opened and employees only breathe air that is cooled or heated and continuously recirculated over and over again. These buildings may be cost efficient, but research shows that these built environments can harm employee health.

Theoretical Framework for the Relationship Between Emotional Intelligence and Physical Conditions of the Work Environment and Job Stress

One of the problems that everyone faces in their work life is stress which must be overcome, either by the employee himself without the help of others, or with the help of parties such as specialists provided by the organization where the employee works. Individuals who have the ability to manage emotions are individuals who are able to handle their feelings so that the feelings they are facing can be expressed according to the situation and at the right level. Individuals who are good at managing emotions will bounce back quickly from slumps and falls in life because these individuals can manage stress well, and have good resilience in

dealing with frustration so that they do not give up easily and try hard to complete the work (Ardhiana Puspitacandri, 2005: 41).

Individuals who have high intelligence can use their experience to face all problems in a focused manner because they can think rationally, so they are not impulsive when facing a problem. According to Robbins (2006: 150) emotional intelligence refers to a collection of non-cognitive skills, capabilities and competencies, which influence a person's ability to succeed in dealing with environmental demands and pressures.

A psychologist named Shosshona from Harvard Business School (Goleman, 1997: 212) expressed the opinion that emotional intelligence is very important in the world of work, such as the consequences that befall a work group if someone among them is unable to control their anger. This effect can be caused if the individual is emotionally disturbed, the individual cannot remember, has difficulty concentrating, and cannot make a decision, this makes the individual experience stress. If the pressures experienced at work cannot be overcome, this will lead to behavior that is detrimental to oneself, others and the company.

Hernstein and Murry (Goleman, 2003: 45) say that emotional intelligence includes the ability to motivate oneself and withstand frustration, control impulses and not exaggerate pleasure, empathize, regulate mood and keep stress from paralyzing the ability to think and empathize. and pray. Individuals who have these abilities tend to be more productive and effective in carrying out work so that they can provide benefits for the company and make it easier for the individual to achieve achievements (Ardhiana Puspitacandri, 2005: 43).

Common sources of work-related stress in the workplace include lack of job security, time pressure, excessive work demands, poor relationships with co-workers or superiors, and work environments that are physically demanding (e.g. too hot). or noisy) (Jewel, 1998: 321). Several researchers also said the same thing who defined stress as environmental demands and investigated changes in behavior that were a result of stress such as noise, lack of sleep and so on (Eko Nurmianto, 2004: 317).

The optimum level of work intensity can generally be carried out if there is no pressure and tension (stress). Pressure here concerns several aspects of human activities or the environment that occur to individuals as a result of individual reactions as a result of these reactions because there are several things that are not in accordance with the individual's wishes (Sedarmayanti, 1996: 13).

Physical working conditions have an impact on the mental health and work safety of a worker. Physical working conditions have an influence on the physiological and psychological conditions of a worker. Physical conditions can be a source of stress (Munandar, 2001: 381). For example, noise that can cause temporary or permanent disturbances in the hearing apparatus, also causes a source of stress that causes increased alertness and psychological imbalance. Factory workers consider noise to be a dangerous source of stress.

Meanwhile, Weford (Eko Nurmianto, 2004: 317) considers stress to increase when departure begins with optimal environmental conditions or a level of stimulation that a person is unable to improve. A humane and sustainable work environment will be a driving force for enthusiasm and work efficiency. Meanwhile, a work environment that exceeds the tolerance of human capabilities is not only detrimental to work results, but can also be a cause of disease or work

accidents. Only a safe and comfortable work environment is an important requirement for creating prime health conditions for employees working in that environment.

RESEARCH HYPOTHESIS

Based on the theoretical basis or literature review described, an alternative working hypothesis can be proposed for this research, namely as follows:

1. There is a relationship between emotional intelligence and work stress in PT production employees. Kayaba Indonesia.
2. There is a relationship between the physical conditions of the work environment and work stress in PT production employees. Kayaba Indonesia.
3. There is a relationship between emotional intelligence and the physical condition of the work environment and work stress in PT production employees. Kayaba Indonesia.

RESEARCH METHODS

The variables of this research are:

1. Dependent variable (DV): Job Stress.
2. Independent variables (IV): Emotional Intelligence and Physical Conditions of the Work Environment.

Operational definition:

- a. Work stress is a condition where individuals experience tension that affects emotions, thought processes and perceptions which causes deviations in the physiological, psychological and behavioral functions of workers, which is obtained through a work stress scale score consisting of physiological symptoms, psychological symptoms and behavioral symptoms. .
- b. Emotional intelligence is an emotional skill that a person has, which is obtained through an emotional intelligence scale score which consists of the factors of recognizing one's emotions, managing emotions, motivating oneself, recognizing other people's emotions, and building relationships.
- c. The physical condition of the work environment is the condition or atmosphere around the work environment in the form of a physical environment obtained through a score scale consisting of lighting, noise, coloring, temperature and humidity, and indoor pollution.

The population in this study were production employees of PT Kayaba Indonesia Plant Pulogadung, totaling 250 people. The sample in this study was 125 people, taken based on Harry King's nomogram. The data collection tool in this study used a Likert scale with five answer categories: Very Appropriate (SS), Appropriate (S), Neutral (N), Not Appropriate (TS), and Very Unsuitable (STS).

RESEARCH RESULT

The results of the research show that there is a relationship between emotional intelligence and the physical condition of the work environment and work stress in production employees with R results of -0.433 and R Square = 0.188 p = 0.000. Rxy1 is -0.190 with p = 0.035 and Rxy2 is -0.260 with p = 0.003. All data analysis in this research used the SPSS version 12 for Windows program.

DISCUSSION

From the results of data analysis it can be concluded that there is a negative relationship between emotional intelligence and the physical condition of the work environment and work stress. This is in accordance with Hernnstein and Murry's research (Goleman, 2003: 45) which

states that emotional intelligence includes the ability to motivate oneself and withstand frustration, control impulses and not exaggerate pleasure, empathize, regulate mood and keep the burden of stress at bay. paralyzing the ability to think, empathize and pray. Likewise with the physical conditions of the work environment and work stress, according to T.M Fraser (1992: 96) that there is a causal relationship between work stress and dissatisfaction and the resulting psychomatic disorders. The relationship cannot be said to be simple. This includes genetic tendencies and personality factors of each individual concerned, both stress containing elements of the physical and psychological environment. Stress arises accompanied by a negative emotional experience and psychological and physiological influences (Fraser, 1992: 82).

Individuals who are good at managing emotions will bounce back quickly from slumps and falls in life because these individuals can manage stress well, and have good resilience in dealing with frustration so they do not give up easily and try hard to complete the work (Andriana Puspitacandri, 2005 : 41). This research shows that the physical condition of the work environment and work stress are at a low level. This shows that employees can still work in poor physical conditions. As stated by Atkinson (1990: 38), one group of factors causes stress and has little or nothing to do with a person's attitude. This group is physical or environmental stressors, and includes factors such as noise, pollution, lighting, crowding and the like.

This is reinforced by Lazarus' research (in Fraser, 1992: 78) which states that work stress is only related to events in the work environment which constitute danger or threat and the feelings that are especially relevant include fear, anxiety, guilt, angry, sad, hopeless and bored. Some evidence supported by a large amount of literature (in Fraser, 1992: 78) has shown that certain elements such as noise, air temperatures that are too high or low and many other inhibiting conditions have the inevitable possibility of causing stress in the work environment and It cannot be doubted that where such conditions exist, stress will arise, and feelings of dissatisfaction will more or less affect work productivity and performance. However, if physical working conditions are improved, it will lighten the workload of workers or with the same load it will result in increased productivity. This study focuses on the stress or burden that certain work activities place on workers (Syukri Sahab, 1997: 23).

CONCLUSION

The conclusion of this research is that there is a relationship between emotional intelligence and physical work environment conditions and work stress.

SUGGESTION

Based on the results of the research and discussion above, the following suggestions can be considered:

1. Suggestions for theory developers

In accordance with the findings in this research, it is recommended that further research carry out comparisons or comparative studies based on length of service and relating other variables such as productivity, work performance, interpersonal conflict, job rotation, automation and rapid technological change.

2. Suggestions for Applications

a. As an evaluation material for production employees about how to maintain stability and control emotions in any condition, they can think well to be able to complete work so that low work stress can be minimized.

- b. As information material for companies to improve and enhance the physical conditions of the work environment, by reviewing work situations and work facilities so that employees can work comfortably, effectively and efficiently in order to improve work results, and reduce the risk of accidents at work.

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