

FACTORS AFFECTING WORKPLACE INJURIES AT 73 WORKSHOP DIVISION MALAYSIAN ARMY

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ABSTRACT

The purpose of this study was aimed to determine the factors that affect workplace injuries among 73 Workshop Division Malaysian Army. Beside that the purpose of this study is to identify the level of workplace injuries at 73 workshop Division Malaysian Army. This study was carried out on the mechanics at 73 Workshop, Kem Terendak about of 240 person. The independent variables in this study consists of three variables, namely Psychological Distress, Family-work conflict and Work Motivation. The dependent variable is injuries in the workplace. Research design in this study used method survey by distributing a questionnaire consists of 4 sections. The questionnaire used is the General Health Questionnaire (GHQ) which contains 6 items to measure Psychological Distress. Family-work conflict measure by using Family-Work Conflict Scale consist 4 item. While the measure of work motivation, Work Motivation Survey instrument that consists of 5 items have been used. To measure injuries in the workplace, workplace injuries scale consist three items were used. Multiple regression analysis was performed by using SPSS software. The findings revealed that all the independent variables are correlated positively and significantly, but only one independent variable affecting workplace injury that is Psychological Distress [$F(3,236) = 57.84, p < 0.001$, accounted for 41.4% of variance ($R^2 = .414$), ($\beta = .588, p < .001$). As a conclusion, management of the unit need to ensure that the programme or seminar of to reduce stress is continuously running. So that, psychological condition among workshopmen always in highly well-being.

INTRODUCTION

Injuries in workplace are an issue that remains a concern in any organization. In Malaysia, the general awareness of occupational safety and health has improved over the years. Starting with the enforcement of Occupational Safety and Health (OSHA) 1994, employers and employees are beginning to realize their roles and responsibilities in ensuring workplace hazards are identified, assessed and controlled. However, this situation still does not guarantee job security is at a satisfactory level as the prevailing rate of injuries among workers are still quite high on an annual basis (OSHA, 1994). There are two major sequent of work related injury; fatal and nonfatal. Its can be either related to work injuries or

infected diseases that might cause short-term or long-term pain, disability or death. The impact of this threat will be on their healths that lead to absent to work, loss of income, fired or worst lead to death.

The psychological determinants of workplace injuries research had been examined on hindrance and challenge stressors (Clarke, 2012). Hindrance stressors impede personal growth by stalling goal attainment, whereas challenge stressors promote growth by enhancing learning (Cavanaugh, Boswell, Roehling, & Boudreau, 2000). Clarke (2012) demonstrated that hindrance stressors (e.g., role conflict) is particularly concern in the domain of workplace safety because they are related to employee strain and may therefore interfere with important employee physical outcomes.

According to Role Stress Theory (Hobfoll, 2001), the researcher had explored hindrance stressor that threatens individual resources and may ultimately relate to workplace injuries, namely work - family interference (i.e., work - family conflict and family - work conflict). Work - family interference is a form of inter - role conflict in which work conflicts with family (i.e., work - family conflict), and vice versa (i.e., family - work conflict; Greenhaus & Beutell, 1985; Grzywacz & Demerouti, 2013). This concept is based on role stress theory (Kahn, Wolfe, Quinn, Snoek, & Rosenthal, 1964) which argued that if a given set of social roles imposes conflict in role expectations on a focal person, it can create psychological conflict and role overload. This form of role conflict can also affect important resources; including time, energy, and commitment, all of which were finite, and can drained individuals, leading to psychological strain. Ultimately, trying to conserve functioning in two salient life domains may threaten an individual's ability to meet demands in each domain (Peeters, Brummelhuis & Van Steenbergen, 2013), that lead to psychological distress and potential failures in performance, such as workplace injuries.

This paper examines the relationship between psychological distresses, family-work conflict and work motivation with workplace injuries. The greater levels of psychological distress defined as a negative state of mental health characterized by anxiety and depressives and symptoms (Selye, 1974). Work conflict and family problems may be related to more frequent workplace injuries. It is hope that this research will contributes to the issue of work - family interference and safety literatures by examining the psychological effects of work-family interference on workplace injuries.

PROBLEM STATEMENT

Work related injury generally has becomes a significant problem as it affecting workers to do their job. It generates constant danger that can cause short term disabilities to the workers and sometimes even resulted in demise. Most individual spend about 1/3 of their time at the workplace. Workers are prone to various kinds of hazards such as physical, biological, and chemical. Injuries will lead to a

considerable reduction in healthy life and also become the main contributor of death to the workers. According to the World Health Organization's Global Burden of Disease study, there are about 5 million injury-related deaths annually, and 10% of the global mortality burden (Lozano, Naghavi, Foreman, Lim, Shibuya & Aboyans, 2012). The majority of all fatal injuries (3.9 million annually) are unintentional, leading to an annual loss of 138 million disability-adjusted life years (Chandran, Hyde, Peek-Asa, 2010).

The workplace is one of the main injury settings worldwide; there are 313 million non-fatal occupational injuries each year resulting at least 4 days of absence from work. Over 350,000 people died from occupational injuries annually (International Labour Organization, 2014). Due to high workplace mortality incident, safety regulations have been improved, a shift in economic activities from the industrial to the service sectors have seen that high-income countries have reduced the numbers of occupational injuries but unfortunately workplace injuries are still of concern in the developed world.

There are numbers of injuries that occurred in the army workshop annually. Based on these reports, the injuries that occurred at the workshop were fractured legs due to engine falling from the vehicle, wounds from sharp objects, burnt caused by fire, eye injuries, electric shock and broken fingers. In 2014, a total of 17 cases of injuries were reported to the Occupational Safety and Health Unit (OSHA Unit) of the Department of the Army Inspectorate Division (BITD). BITD had investigated the units under the command of 2 Army Infantry Division, there were 33 reported cases at 8 Wksp Bde at Bukit Cina Camp, Kota Bahru, Kelantan. Most of the injuries reported considered as minor or may not involve any injuries but some were major (Occupational Health and Safety Unit BITD, 2014). Of the 332 cases occurred in 3 Army Division, there were 152 injuries that occurred in the workshop. Injuries that occurred in the workshop were related to tools management incidents, copper cutting machine mishaps involved eyes injury (fire sparks) and fractured finger of a mechanic of the 7 Wksp Briged. OSHA, (1994) explains any complaint related to injury should be investigated by the DOSH. There were also few reported injuries at 71 Workshop Division, Kem Lok Kawi Sabah, 72 Woksyop Division, Kem Kemunting, Taiping Perak, 73 Workshop Division, Kem Terendak, Melaka and 74 Wokshop Division Kem Perdana, Sungai Besi, Kuala Lumpur from 2010 to 2014.

Based on the statistics, it can be concluded that numbers of injuries occurred were at alarming rates which means that there were safety problems in the workshop as numbers of injuries kept arising every year. These safety issues could be either due to the personality, attitudes, knowledge, skills or family problem. Mental illness also may lead to injury and loss of life. Therefore, stern action should be taken seriously by the commanders to expose the mechanics with workshop safety awareness knowledge. Safety is a serious matter that should not be taken lightly because it involves the soul and should be given priority at all times for every work performed (Chee-Fai, Ranjit & Sharifah et al. 2012).

The objectives of the study

The objectives of this study are as follows:

To determine the factors that affects the workplace injuries at 73 Workshop Division Malaysian Army.

To identify the level of workplace injuries at 73 Workshop Division Malaysian Army.

Research Questions

The research questions designed to find answers to research problems that have been identified, namely;

What are the factors that affecting the workplace injuries at 73 Workshop Division Malaysian Army?

What are the levels of workplace injuries at 73 Workshop Division Malaysian Army?

Significance Of Study

The results of this study will be beneficial to the commander of the workshop as it will guide him to manage the safety of the workplace and furthermore to solve the current safety problem. It will help them to reduce any injuries that will increase their productivity in repairs and maintenance.

LITERATURE REVIEW

Theories of Workplace Injuries

The workplace injuries can be defined as unexpected and unintentional series of events leading to the physical injury of a person at work. Until end of the nineteenth century people thought that accidents happened because of their sins or 'God's will'. This idea was based on the fact that most hazards were caused by natural phenomenon. The onset of industrialization in the twentieth century meant that all production were moved to factory, which are built with man man hazards environments (Baker, O'Neil, Grasburg, 1994).

According to danger factor theory, an accident happens when a worker and a danger factor meet so that the worker injured himself. The most critical danger factors are those with the highest energy content. The ergonomic approach is more sophisticated version of this theory assuming that disturbances in the flow of information increase the risk of accident occurrence. The exchange of information between workers and her environment is a precondition to accident avoidance (Baker, O'Neil, Grasburg, 1994).

Being injured or suffering illness on the job can contribute to employee stress, job dissatisfaction, and turnover intent. The purpose of the study by Caugheya, DelliFraine, McGhanc and Bruningd, (2012) is to examine whether workplace injuries and illnesses influence health care provider's safety climate perceptions and how workplace safety climate perceptions influence health care

provider well-being and organizational commitment. This research was conducted in a large community-based hospital with nursing and allied health professionals, occupations that have high injury rates, job dissatisfaction, turnover, and shortages. Results indicate that workplace-derived injury and illness are associated with poor perceptions of safety climate, and that perceptions of safety climate mediate the relationship between workplace-derived injuries and sick days and three outcome variables (job stress, turnover intention, and job satisfaction). It is argued that health care managers need to engage in positively enhancing the environment and conditions that may lead to health care accidents, injuries, and illnesses in order to improve safety climate perceptions and employee outcomes (Caughey, DelliFraine, McGhanc & Bruning, 2012).

Antonio and Juan (2016), in their research about workplace injuries in automotive repair workshops in Spain. The purpose of the research is to analyse the effects of the factors associated with different types of injury (superficial wounds, dislocations and sprains, bone fractures, concussion and internal injuries, burns scalding and freezing) caused by occupational injuries in automotive repair workshops. The sample of the study consisting of 89, 954 industry injuries reported from 2003 to 2008. The results of this study show that belonging to a small company is a risk factor for suffering three of the five types of injury studied. Women are less likely to suffer burns and superficial wounds and more likely to suffer dislocations or sprains. Foreign workers are more likely to suffer concussion and internal injuries. From this results so that health and safety strategies and accidents prevention measures should be individualized and adapted to the type of workers are more likely to be injured in each type of accidents. Occupational health and safety training courses designed according to worker profile, and improving the participation of the workers in small firms creating regional or roving safety representative would improve working conditions. William (2010) large companies in the United State examines the role of employee motivation on the performance of the company. His research using interviews and questionnaires distribution. The results of his research found absolutely motivating factors are the key to the success and security of the company. Highly motivated worker will avoid from injuries occurred.

RESEARCH METHODOLOGY

Research Framework

Based on the reviewed literature, a research framework has been developed. This framework suggest that Psychological Distress, Family-work Conflict and Work Motivation factors will have an impact on workplace injuries among 73 Workshop Division Malaysian Army of the Malaysian Army. The study framework as in figure 1.

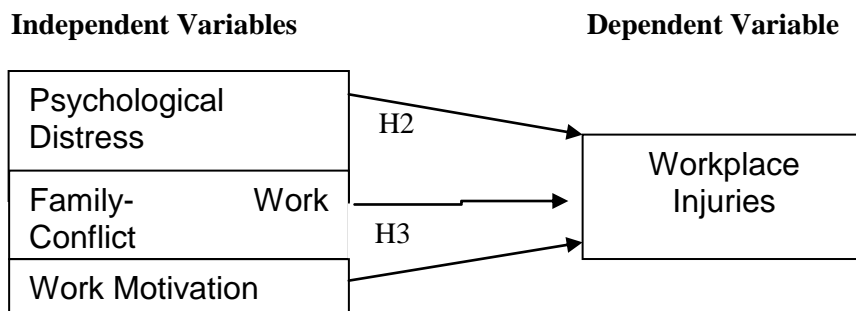


Figure 1 Research Framework

Research Hypothesis

Psychological distress describe is a general term used to describe unpleasant feelings or emotions that impact your level of functioning (Strong, Devault & Sayad, 2010). In other words, it is psychological discomfort that interferes with your activities of daily living. According to Oi-Ling Siu, (2012) psychological distress could be an antecedent of job satisfaction; and job satisfaction could be an antecedent of injuries. This contention is supported by Salminen, Kouvonen, Koskinen, Joensuu and Väänänen (2014), showed that high stress increases the risk of occupational injury by three- to five-fold.

H₁: Psychological Distress is positively related to the workplace injuries at 73 Workshop Division Malaysian Army.

Family work conflict conflict has been defined as a form of inter-role conflict in which the role pressures from work and family domains are mutually incompatible (Kansas, 2010). Turner, Hershcovis, Reich and Totterdell (2014) investigate the relationship between work–family interference (i.e., work–family conflict and family–work conflict) and workplace injuries among UK health care workers (N = 645). The finding indicated that family–work conflict was related to workplace injuries.

H₂: Family-work conflict is positively related to workplace injuries at 73 Workshop Division of the Malaysian Army.

Robbins and Judge (2007) defined motivation as a process that describes the intensity, direction and persistence efforts to achieve a goal. William (2010) large companies in the United State examines the role of employee motivation on the performance of the company. His research using interviews and questionnaires distribution. The results of his research found absolutely motivating factors are the key to the success and security of the company. Highly motivated worker will avoid from injuries occurred.

H₃: Work motivation is positively related to workplace injuries at 73 Workshop Division of the Malaysian Army

Research Design

This research was conducted by using quantitative methods by using a survey design. The survey is a method for collecting information or data as reported by individuals.

Research Location

The study was carried out at the 73 Workshop Division Malaysian Army located at Kem Terendak. 73 Workshop Division Malaysian Army has been selected for this study because this workshop carried out high numbers of injuries among.

Research Subjects

This study will only focus to the members in the Royal Electrical and Mechanical Engineer Corps (REME) of the Army. At the 73 Workshop Division Malaysian Army there are 480 soldiers working under the unit. They are responsible for the management and maintenance of the Army vehicles. According to Kerjie Morgan, if population is 480, the sampel must be not less than 240 respondent. For this study the samples were selected using probability sampling randomly from the location mentioned in the title of the study population.

Research Instrument

The questionnaire in this study consisted of five section:

Section A: Demography Respondent

Section B: Psychological Distress

Psychological distress is a general term used to describe unpleasant feelings or emotions that impact your level of functioning. In other words, it is psychological discomfort that interferes with your activities of daily living. Psychological distress can result in negative views of the environment, others, and the self. Sadness, anxiety, distraction, and symptoms of mental illness are manifestations of psychological distress (Strong, Devault, Sayad, 2010). This variable was measured using 6 items adapted from the General Health Questionnaire (GHQ; Goldberg, 1978). Participants were asked to identify how often (in the last few weeks) they had experienced various symptoms (e.g., feeling constantly under strain, difficulty overcoming problems, feeling unhappy and depressed). The response scale was from 1 - Strongly Disagree, 2 - Disagree, 3 -Unsure, 4 – Agree and 5 - Strongly Agree, with higher scores indicating greater psychological distress.

Section C: Family-Work Conflict

Work-family conflict has been defined as a form of inter-role conflict in which the role pressures from work and family domains are mutually incompatible. This definition implies a bi-directional relation. Work-family conflict (WFC) occurs when work related demands interfere with home responsibilities and Family-work conflict (FWC) arises when family responsibilities impede work activities. Both types of conflict (WFC and FWC) have been negatively related to employees' satisfaction (Netemeyer, Boles & McMurrin, 1996). Life-work fit is defined as workers' perception that the job is balanced with home life they feel safe doing the work and that they have flexibility to attend to work and home duties. Worklife balance also reflects fit between personal life and work life (Kansas, 2010). The researcher used four items adapted from Frone, Russel and Cooper (1992) to capture family-work conflict. These items measure to what extent 'Does home life interfere with work responsibilities, for example, getting to work on time?' and 'does home life keep you from spending amount of time you would like to spend on job?' The response scales were 1 (never) to 5 (very often), with high scores indicating greater family-work conflict'.

Section D: Work Motivation Survey (WWS)

The term motivation comes from the Latin word that means moving mover. Thus, the term motivation means encouraging, directing and maintaining behavior. Completed motivation answer the question 'why' of behavior, namely the reasons that push people to do various acts. Robbins and Judge (2007) defined motivation as a process that describes the intensity, direction and persistence efforts to achieve a goal. According to Samsudin (2005) described that the definition of motivation is a process of influence or push from outside against a person or group work to implement something that has been set. Motivation for this study is considered as the driving force that led to behaviour changes towards succeeding a particular goal in career. This questionnaire was developed by William (1993) in his study regarding the motivation and performance of employees. The questionnaire consists of 5 items where using a Likert scale of five options: 1 - Strongly Disagree, 2 - Disagree, 3 -Unsure, 4 – Agree and 5 - Strongly Agree. Many studies used this query in a matter of their studies such as studies done by William on study of judgements.

Section C: Workplace Injuries

A work related injury is an injury or illness caused, contributed or significantly aggravated by events or exposures in the work environment. Work related injuries occur on the job and as a direct result of the tasks allotted to the specific job. Workplace injuries or illnesses are generally physical, but can also be psychological. The sufferer may claim and get get compensation if he or she can prove that his injury or illness occurred at work or is due to the workplace environment. The concept of work related injury is gradually evolving in the world

due to human right activists, workers' associations, and government laws (Guy, 1991). Injuries were measured using an index by Hemingway and Smith (1999) that consist 3 items. Participants were asked to indicate how frequently over the last 12 months they had sustained a range of nine categories of work-related injuries (burns or scalds; contusions or crushing bruises; scratches or abrasions; sprains or strains; concussion; cuts, lacerations, or punctures; Work-family interference fractures; hernia or ruptures; tendonitis) on ordinal anchors scored as 1 (never), 2 (once), 3 (2–3 times), 4 (4–5 times), and 5 (more than 5 times).

RESEARCH FINDINGS

Demographic Profile of Respondents

In this research, there were 240 respondents. Surveys were analysed. Below are the distribution of respondents for this research.

Ethnicity

The Malay represents the highest respondents which were 87% and non-Malay about 13%. This indicates that the general populations of the 73 Workshop Division Malaysian Army in term of ethnicity.

Rank

The rank distributions, 68% were junior rank with the rank Corporal and Lance Corporal. Senior ranks by the ranks of Sargeant to Warrant officers represent 32% of respondents. A breakdown of this group was done to separate between students and staff.

Gender

The gender in 73 Workshop Division Malaysian Army. Only 12% are female and and 88% are male. This shows that male dominates the gender distribution than female at 73 Workshop Division Malaysian Army.

Marital Status

The general populations at 73 Workshop Division Malaysian Army marital status is 54% married and 46% single.

Descriptive Analysis

Research Question two is to identify the level of workplace injuries at 73 Workshop Division Malaysian Army. Workplace Injuries mean score was used as an indicator for this research question. Descriptive test results for the injuries shown in Table 1. Level injuries are divided into three levels, namely low (1:00 to 2:32), medium (2.34-3.67) and high (3.68-5.00) using the formula $\text{min} \pm \text{Standard Deviation (SD)}$. Data analysis shows that level of injuries at 73 workshop division

Malaysian Army is highly level where it is in the range of mean scores 3.68 to 5.00.

Table 1: Level of Workplace Injuries at 73 Worksyop Division Malaysian Army, Kem Terendak Melaka

	Mean Value
Workplace Injuries	3.70

Low (1.00-2.32)

Average (2.34-3.67)

High (3.68-5.00)

Analysis of Measures

Measurement Validation

This study looks at analysis factor which is frequently used as a reduction technique to reduce data to a smaller number so that only essential information are contained (Cokes & Ong, 2011). This analysis used Principal Component (PC) and Varimax Rotation. Table 2 explains The Barlett test of sphericity and is is significant ($p < 0.000$) The-Keiser-Meyer-Oklin (KMO) value was 0.776, exceeding the recommended value of 0.6 (Kaiser,1974). A set of 18 items was factors analysed. Three factors were identified- psychological distress, family-work conflict and work motivation.

Table 2: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.776
Bartlett's Test of Sphericity Approx. Chi-Square	836.714
Df	105
. Sig	.000

Table 3: Results for Factor Analysis for Independent Variables

Rotated Component Matrix^a			
	Component		
	1	2	3
b1			
b2			.702
b3			.751
b4			.821
b5			.647
b6			
C1	.660		
c2	.715		
c3	.709		
c4	.738		
d1		.693	
d2		.762	
d3			
d4		.724	
d5			
Eigenvalue	3.727	2.091	1.569
Percentage	24.846	13.941	10.459

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Table 3 shows that there are 3 Factors with 3.727, 2.091 and 1.569 eigenvalues respectively. All the 3 factors has the eigenvalues more than 1.00 and total variance explained at 49.247 per cent.

Instrument Reliability

As can be seen in Table 4, The Cronbach's Alpha for Psychological Distress, Family-work Conflict and Work Motivation are between 0.70 to 0.81 and they are above the acceptable value of 0.7 (Cavana et. al, 2001). Via this reliability test, it can be seen that the variables are highly consistent with each other.

Table 4: Instrument Reliability

Instrument	Cronbach Alpha Coefficient Real Research
Psychological Distress	.70
Family-Work Conflict	.74
Work Motivation	.71
Workplace Injuries	.81

Multicollinearity Analysis

Prior to multiple regression analysis, Pearson correlation was performed to ensure that multicollinearity does not exist. Table 4.6 shows that the correlations between variables are less than 0.7; indicating that the data do not violate the assumption (Pallant, 2001).

Table 5: Multicollinearity Analysis

	Psychological Distress	Work family conflict	Work Motivation	Workplace Injuries
Psychological Distress	1			
Work family conflict	.265**	1		
Work Motivation	.185**	.362**	1	
Workplace Injuries	.218**	.470**	.302**	1

** Correlation is significant at the 0.01 level (2-tailed)

Testing Hypothesis

Multiple regression analysis procedure was performed to identify predictors for the workplace injuries in the 73 Workshop Division Malaysian Army. The dependent variable for this study, namely workplace injuries while the independent variable is psychological distress, family-work conflict and work motivation.

Table 7: Summary Model Based on Contribution Factor Visionaries
Bound to Variables Workplace Injuries

Model	R	R ²	R ² Adjusted	Estimated Standard Deviation
1	.643 ^a	.414	.411	.445

(Constant) : Psychological Distress, family conflict, work motivation

Table 8: Regression Analysis pn H1, H2, H3

Hypthosis		β	p-value
H1	Psychological Distres – Workplace Injuries	.588	.000
H2	Family Work Conflict – Workplace Injuries	.055	.293
H3	Work Motivation – Workplace Injuries	.082	.201

Measures of psychological distress, family work conflict and work motivation were entered as predictor variables for workplace injuries. In summary, these three predictors accounted for 41.4 percent of the variance in workplace injuries ($R^2 = .414$, $F = 57.84$, $p < 0.0001$). The result suggested that the group of variables psychological distress, family-work conflict and work motivation can be used to reliably predict can be used to workplace injuries.

As shown in table 8, Psychological Distress ($\beta = .588$, $p < 0.001$) were found to have a significant relationship with workplace injuries. Hence H1 is supported. In contrast, this study found that family-work conflict ($\beta = .055$, $p > 0.001$) and work motivation ($\beta = .082$, $p > 0.001$) had no significant relationship. Therefore H2 and H3 are rejected.

Summary of Result

The table 9 below is the summary of result associated with hypothesis that was suggested in the beginning of this study.

Table 9: Summary of Analysis Result

Hypothesis	Result
Psychological Distress is positively related to the workplace injuries among 73 workshop Div Malaysian Army	Supported
Family-work Conflict is positively related to the workplace injuries among 73 workshop Div Malaysian Army	Rejected
Work Motivation is positively related to the workplace injuries among 73 workshop Div Malaysian Army	Rejected

DISCUSSIONS, CONCLUSIO0NS AND RECOMMENDATIONS

This study aims to determine the workplace injuries among 73 workshop Division Malaysian Army. The result presented in chapter four indicates that only one (psychological distress) of the three independent variables significantly contributed to workplace injuries. In cobtast with prior research, this studt found other independent variables such as family-work conflict and work motivation not significant with workplace injuries. The findings demonstrated that psychological distress is one of the element contributing to workplace injuries. Hence

psychological well-being is very important to army to avoid injuries occur among them at workplace. High stress is association with an increased of severe injury. If injuries always occur among army in the workshop, a lot of repair work will be delayed because the army had to leave from their duties. When many vehicles can not be repaired will lead to another military movement will be interrupted at once interrupting the daily work of the military. This result was identical inline to another research was done by Turner, Hershcovis, Reich, and Totterdell, (2014). Work family conflict and work motivation is not significant affect both injuries although there is a relationship. This is so because of family conflict situation is ignored by military personnel. Although family conflict occur among army personel, but it's not influencing to their job. Their family can undertand their task after discuss with their family. Similarly, work motivation where soldiers strong motivation for them to work because they are satisfied with another factor such as the wage and employment respectively.

Suggestion Action Plan

Based on the discussion of the result in this study, it is shown that the psychological distress contribute to the workplace injuries among 73 workshop division Malaysian Army. Frequent stressors such heavy load, working in awkward posture, environmental stress and working under pressure will increase injuries. Hence, a committee that determine the daily task need to be established. This committee need to be able to identify workload per employee. They need to ensure that the daily task will not lead to stressor. In conjunction, management of the unit need to ensure that the programme of to reduce stress is continuously running. Meaning that, after injured person come back to work, the management must ensure they are put under the observation to avoid them from injured in second time.

Other than that, the management need to conduct seminar or study day. Related subject must focus on knowledge in healthy life and also motivation. The management must always alert and plan for the enhancement of soldiers. The implementation of this seminar can be done on a rotation basis. With this activity it can provide education about the selection of proper nutrition, healthy lifestyle also develop sense of responsibility, belonging among the worksyopmen. This activity also indirectly will improve the attitude of members of workshop to be more positive on the policy matter and instruction from the superior which will make them able to produce better result in their job. So that, psychological condition among workshopmen always in highly well-being.

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