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Health, Safety, Incentives And Motivation In Employee Performance At Aneka Lovina Villas & Spa

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Abstract. This study aims to determine the effect of health & safety on motivation, the effect of incentives on motivation, the effect of health & safety on employee performance, the effect of incentives on employee performance, the effect of motivation on employee performance at Aneka Lovina Villas & Spa. This study uses a quantitative approach, the population in this study are all employees of various lovina villas & spas. The sample was 79 respondents who were determined by questions in the form of a questionnaire to the respondents. The technique uses saturated samples. The data analysis technique used in this research is the SPSS model. The results showed that health & safety had a positive and significant effect on motivation, incentives had a positive and significant effect on motivation, health & safety had a positive and significant effect on employee performance, incentives had a positive and significant impact on employee performance, and motivation had a positive and significant effect on performance. employee.

Keywords. Health & Safety, Incentives, Motivation, Employee Performance.

Introduction

The Corona Virus Disease 2019 (Covid-19) pandemic caused a decline in hotel sector activities in BALI. All hotels experienced a significant decrease in occupancy rates due to a decrease in the number of tourist visits. Some hotels in Bali were closed because they were unable to cover operational costs and were able to reopen, one of the hotels in Bali, namely Aneka Lovina Villas & Spa, still survives with this phenomenon and continues to operate with the condition that it is able to implement health protocols for prevention and treatment. Covid-19 control according to government standards.

Employees at Aneka Lovina Villas & Spa need to receive training in implementing hotel environmental health protocols. This aims to meet the needs of guests for products and excellent services that are clean, healthy, safe and environmentally friendly. Thus, the trust of hotel guests can be regained and the activities of the hotel sector can run well again.

Researchers found phenomena or data at Aneka Lovina Villas & Spa before the Covid-19 outbreak did not do physical health checks for employees, especially during this pandemic Aneka Lovina Villas & Spa did not do physical or physical health checks. During this pandemic, Aneka Lovina Villas & Spa should do physical or physical health checks for employees. To increase employee motivation at work, the company provides incentives to

every employee who has work performance, such as increasing sales in each work place, incentives given in the workplace. outside of the employee's salary.

The goal is to motivate employees to further improve productivity and quality of work in supporting the achievement of company goals optimally. In addition to incentives, motivation is also an important factor in improving employee performance, one of which motivates employees with the current condition Aneka Lovina Villas & Spa also provides the BLT Program (Direct Cash Assistance) in the form of rice and other equipment. And there is also BLT from the government in the form of cash, therefore Aneka Lovina Villas & Spa employees are always productive at work.

Based on the data obtained from Aneka Lovina Villas & Spa, below can be seen the number of employee work accidents from 2016 to 2020 as follows:

No	Type of Accident	2016	2017	2018	2019	2020
1	Death	-	-	-	-	-
2	Serious Injury	1 person	1 person	-	-	1 person
3	Minor Injury	-	2 person	1 person	-	2 person
4	Almost Accident	3 person	-	2 person	4 person	5 person
Total		4 person	3 person	3 person	4 person	6 person

Table 1 Accidents at Aneka Lovina Villas & Spa pegawai employees

Based on the data in Table 01 above and the results of the accident investigation in the 2019 Aneka Lovina Villas & Spa report, it was found that almost all accidents (40%) were caused by Safety behavior. The safety behavior is in the form of accidents caused by the negligence of workers such as not complying with procedures, not using safety equipment, operating the wrong equipment and others, while other factors (1 0%) are system failures in the form of non-standard equipment, the ability of supervisors in the field, and others.

Manpower is one of the important assets owned by an organization or company. For this reason, the organization or company must provide protection in the form of safety and health to its workers from various potential hazards and threats related to the work they do. This is in accordance with what is mandated in Law Number 13 of 2003 concerning Manpower, where every worker has the right to obtain safety and health in carrying out the work given by the company.

Apart from occupational safety and health programs for employees, increasing employee motivation is also very necessary, this can be through various other ways such as providing incentives (bonuses) to employees who have good work performance compared to other employees. Thus, employees will compete to improve their performance to get incentives from the company. Incentives as a means of motivation that encourage employees to work with optimal abilities.

Research Methodology

Research Location

This research was conducted at Aneka Lovina Villas & Spa which is located at Jalan Raya Kalibukbuk Lovina Singaraja, the reasons for conducting research at Aneka Lovina Villas & Spa are as follows:

The reason for choosing the research location at Aneka Lovina Villas & Spa is based on the background of the problems that occur and because researchers also want to know how

far the implementation of human resource development related to employee performance is carried out at Aneka Lovina Villas & Spa.

Data Type

Quantitative Data is data that is expressed in the form of numbers that can be calculated. In this study, quantitative data are included in the questionnaire answers from respondents

Data Sources

Primary data is data obtained or collected directly by researchers directly from the source. Primary data in this study is information collected based on respondents' answers through the distribution of questionnaires about Health & Safety and Incentives to Motivation on Employee Performance at Aneka Lovina Villas & Spa

Population And Sample

Population and sampling that is done is total sampling. Another term for saturated sampling is census, where all members of the population are sampled. Thus, all the population at Aneka Lovina Villas & Spa is 79 people

Operational Definition

Dependent Variable

The dependent variable in this study, namely Employee Performance is the result of work in terms of quality and quantity achieved from the work he does, either positively or negatively to the fulfillment of organizational goals. Cashmere (2018).

Employee Performance Indicators 1).Quality, 2).Quantity, 3).Timeliness, 4).Initiative, 5).Contextual interpersonal impact.

Independent Variable

The independent variables in this study are:

- a) Safety and health (Health & Safety) is an effort and effort to create protection and security from the risk of accidents and physical, mental and emotional hazards to workers, companies, communities and the environment. Sucipto (2014). Indicators of Health & Safety, 1). Supervising the level of occupational safety and health, 2). Accident prevention, 3) Disease prevention, 4). Pressure management, 5). Health program
- b) Incentives are one of the important drivers that can stimulate employees to work more optimally. Dr. Wibowo (2017). Incentive indicators: 1) Based on employee performance, 2). Length of work, 3) Seniority, 4). Needs, 5). Fairness and feasibility.

Moderation Variable

Motivation is an impulse from within and from outside the individual that can move the individual to take an action that can meet his needs and achieve his goals. Murty and Hudiwinarsih (2012). Indicators of Motivation, 1).Working according to standards, 2).Happy to work, 3).Feeling valuable, 4).Working hard, 5).High morale

Data Collection Techniques

The data collection technique used in this study is a questionnaire technique, which is a data collection technique using a questionnaire containing formal questions consistently,

strung together and written that are shown to obtain information from respondents related to the variables studied. The questionnaire that will be used in this study is using an interval scale type with an answer range of 1-10 with answers strongly disagree and strongly agree. Before the questionnaire is processed to determine the effect of each variable, the questionnaire will first be tested using reliability tests and validity tests, below will explain the stages of testing are as follows

Data Analysis Technique

To determine the effect of Health & Safety Incentives and Motivation on Employee Performance, in this case the data analysis technique used is multiple linear regression analysis using the SPSS version 18.0 program with the following regression equation:

$$Y = a + b_1 X_1 + b_2 X_2$$

Information :

Y = Dependent variable (dependent) Work Productivity

a = Constant

b_{1,2} = Regression coefficient of independent variables (X₁, X₂)

x_{1,2} = Independent variable (independent) Health & Safety and incentives

z = Variable mediating (Intervening) Motivation

The regression model used in testing the hypothesis must avoid the possibility of deviations from classical assumptions. The classical assumptions of regression in this study consisted of normality, multicollinearity, heteroscedasticity, and autocorrelation test.

The design of the regression model test in this study used the individual parameter significant test (t statistic test), the simultaneous significance test (F statistic test) and the analysis of the coefficient of determination (R²).

Results And Discussion

Research Results

Classical Assumption Test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		79
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	2.07049175
Most Extreme Differences	Absolute	.063
	Positive	.048
	Negative	-.063
Kolmogorov-Smirnov Z		.562
Asymp. Sig. (2-tailed)		.910
a. Test distribution is Normal.		

Table 2. Normality Test

Based on the results of the data analysis above, the Asymp Sig value is obtained. (2-tailed) on the Kolmogorov Smirnov test was 5.62 where Asymp Sig (0.910 > 0.05). Based on this, it can be concluded that the distribution of the data is normally distributed.

Model Coefficients ^a	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Health & Safety	.478	2.091
Incentive	.480	2.082
Motivation	.662	1.510

Table 3. Multicollinearity Test

Based on the results of the multicollinearity analysis test, it was found that the VIF values were all below 10, besides that the tolerance values were all greater than 0.10. Thus it can be concluded that the data do not show symptoms of multicollinearity are 0.963 and 1.038. So it can be concluded that the regression model does not have multicollinearity problems among the independent variables because the tolerance value is above 0.10 and VIF also shows below 10.

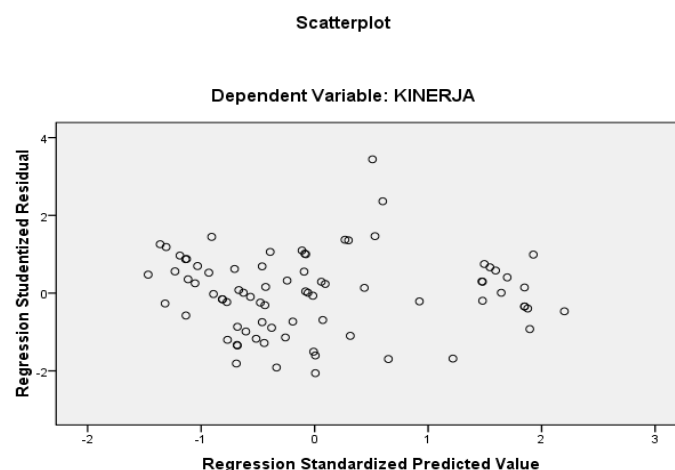


Figure 1. Heteroscedasticity Test

Based on the image in the scatterplot graph above, we can observe that the data distribution is spread between 0 points. There are no points that show a certain pattern. Based on this, it can be concluded that there is no heteroscedasticity in the data above.

Model Summary	Durbin-Watson
1	2.114

Table 5. Treatment of Autocorrelation Test

Based on the table above, we get the DW value, which is 2.114, while in the table the values $dL = 1,368$ and $dU = 1,586$. Based on this, it can be seen that the DW value is between dU and $(4-dU = 4-1.586 = 2.414)$, so it can be concluded that there is no autocorrelation in the regression model. So the decision is that there is no positive and negative autocorrelation or

the decision is not rejected. For this reason, it can be stated that the regression model is free from autocorrelation problems and is feasible for regression analysis.

Multiple Linear Regression Analysis

Model Coefficients	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1. (Constant)	3.711	1.577		2.353	.021
HEALTH & SAFETY	.349	.142	.320	2.467	.016
INSENTIF	.359	.150	.311	2.394	.019

Table 6. Multiple Linear Regression Analysis

Referring to the regression output table for model I in the coefficients table, it can be seen that the significance value for the Health & Safety variable (X1) is 0.016 and the significance value for the Intensive variable (X2) is 0.019. Both variables have a value of less than 0.05, so it can be concluded that the variables X1 and X2 have a significant effect on variable Z (motivation). The magnitude of R2 or R-square is shown in the Summery Model table. Model I Regression shown, namely:

$$Y = 3.711 + 0.349X1 + 0.359X2$$

Model Coefficients	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-2.222	1.082		-2.053	.044
HEALTH & SAFETY	.350	.097	.304	3.595	.001
INTENSIF	.361	.103	.296	3.508	.001
MOTIVASI	.438	.076	.414	5.759	.000

Table 7. Dependent Variable Performance

Referring to the regression output table for model I in the coefficients table, it can be seen that the significance value for the Health & Safety variable (X1) is 0.001, the significance value for the Intensive variable (X2) is 0.001 and the significant value for the Motivation variable (Z) is 0.000. The three variables have a value of less than 0.05, so it can be concluded that the variables X1, X2 and Z have a significant effect on the Y variable (performance).

$$Y = -2.222 + 0.350X1 + 0.361X2 + 0.438Z$$

Regression Model Test Design

Model Coefficients	t	Sig.
1 (Constant)	2.353	.021
HEALTHY & SAFETY	2.467	.016
INTENSIF	2.394	.019

Table 8. Partial Test (t-test)

The table above shows the results of the analysis for the t-test between Health & Safety with motivation and the relationship between Intensive with motivation. Based on the above analysis, obtained t-count between Health & Safety with a motivation of 2.467 and a significance value of 0.016. Meanwhile, the t-count between intensive and motivation is 2.394 with a significance value of 0.019.

Model Coefficients	t	Sig.
1 (Constant)	-2.053	.044
HEALTHY & SAFETY	3.595	.001
INTENSIF	3.508	.001
MOTIVASI	5.759	.000

Table 9. T-table analysis test

The table above shows the results of the analysis for the t-test between Health & Safety, Intensiveness and motivation to performance. Based on the above analysis, the t-count between Health & Safety and performance is 3.595 and a significance value of 0.001. The t-count value between intensive and performance is 3.508 with a significance value of 0.001. And the t-count value between motivation and performance is 5.759 with a significance value of 0.000.

Model	Sum of Squares	df	Mean Square F	Sig.
1 Regression	955.409	2	318.470	74.152 .000 ^a
Residual	322.110	75	4.295	
Total	1277.519	78		

Table 10. Simultaneous Test (F Test)

Referring to the table above, the F-count value is 74,152 with a significant value of 0.000. The significance of the F test results < 0.05 , this indicates that the model I in the regression above is simultaneously feasible for further testing.

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	967.771	3	322.590	72.355	.000 ^a
	Residual	334.381	75	4.458		
	Total	1302.152	78			

Table 11. Predictors (Constant), Motivasi, Intensif, Healty & Safety

Referring to the table above, the F-count value is 11.1720 with a significant value of 0.000. The significance of the F test results < 0.05 , this indicates that the model II in the regression above is simultaneously feasible for further testing.

Determinasi R²

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.581 ^a	.338	.320	3.186
1	.862 ^a	.743	.733	2.111

Table 12. Coefficient of Determination Analysis (R2)

The R-square value obtained is 0.338, this indicates that the contribution or influence of the X1 and X2 variables on the Z variable is 33.8%, the remaining 66.2% is influenced by other factors not included in the study.

The magnitude of R2 or R-square is shown in the Summary Model table. The R-square value obtained is 0.743, this shows that the contribution or influence of the X1, X2 and Z variables on the Y variable is 74.3%, the remaining 25.7% is influenced by other factors not included in the study.

Discussion

Effect of Health & Safety on Motivation

Based on the results of the study, it can be explained that the effect of Health & Safety on motivation at Aneka Lovina Villas & Spa is positive and significant with the results of hypothesis testing the tcount value is 2.467 ($2.467 > 1.67$) while the significant value is 0.016. This shows that the higher the Health & Safety, the higher the motivation.

Health & Safety has a positive effect on Motivation, where it is proven that Health & Safety has an influence that can increase work motivation so that it can create a sense of security and comfort and can minimize the possibility of accidents. Where the current condition of the covid-19 pandemic is the hotel management will continue to carry out physical health checks for employees and improve safety for employees.

In line with research conducted by Anthony Frans (2015) which states that the effect of Health & Safety on motivation at Aneka Lovina Villas & Spa is positive and significant with a coefficient on Health of 0.361 and Safety of 0.363 with a t-value of 0.001 (0.001

<0.05).) then partially the Health & Safety variable has a significant effect on work motivation in the in production division.

Influence of Incentives on Motivation

Based on the results of the study, it can be explained that the Incentive influence on Motivation at Aneka Lovina Villas & Spa is positive and significant with the results of hypothesis testing the tcount value is 2,394 ($2,394 > 1,67$) while the significant value is 0.19, this shows that the higher the incentive, the higher the incentive. increasing motivation.

Incentives can also have a positive effect on motivation, where it is proven that incentives can provide motivation for employees, because employees are rewarded according to the achievements of each employee. With this pandemic condition, the hotel does not provide incentives to employees considering the Covid-19 pandemic conditions.

In line with research conducted by Anthony Frans (2015) states that the coefficient value is 0.224 with a tcount value of 0.017 ($0.017 < 0.05$). So the hypothesis states that incentives have a positive effect on motivation in production division.

Effect of Health & Safety on Employee Performance

Based on the results of the study, it can be explained that the effect of Health & Safety on employee performance at Aneka Lovina Villas & Spa is positive and significant with the results of hypothesis testing the tcount value is 3.595 ($3.595 > 1.67$) while the significant value is 0.01, this shows that the higher the Health & Safety, the higher the employee's performance.

Health & Safety has a very positive effect on employee performance, it is proven that the hotel management strongly implements the implementation of health & safety which can protect employees from the dangers of work accidents while working.

In line with research conducted by Devi Nurmelita Sari (2018) which states that the results of the t-test for the health & safety variable obtained a tcount of 8.274 with a significant value of 0.00 less than 0.05 ($0.00 < 0.05$), and the regression coefficient for the variable Health & Safety 0.361, the hypothesis states that Health & safety has a positive effect on employee performance at Pt Kusuma Nanda Putra.

Influence of Incentives on Employee Performance

Based on the results of the study, it can be explained that the Incentive effect on Employee Performance at Aneka Lovina Villas & Spa is positive and significant with the results of hypothesis testing the t-count value is 3.508 ($3.508 > 1.67$) while the significant value is 0.01, this shows that the more The higher the incentive, the higher the employee's performance.

Incentives are very influential on employee performance, where incentives can achieve a higher level of performance so that it can arouse an employee's work passion. It is proven that the hotel management of all employees provides maximum work results under these conditions, because an incentive that encourages higher employee performance in accordance with the quality of work.

In line with research conducted by Danang Arti Murti Wibowo (2014) stated that the results of the t test for the Incentive variable obtained a tcount of 6.448 with a significant value of 0.00 less than 0.05 ($0.00 < 0.05$) and the coefficient for the Incentive variable was 0.580. , then the hypothesis states that incentives have a positive effect on employee performance at Manohara Hotel.

The Effect of Motivation on Employee Performance

Based on the results of the study, it can be explained that the effect of motivation on employee performance at Aneka Lovina Villas & Spa is positive and significant with the results of the tcount test of 5.759 ($5.759 > 1.67$) while the significant value is 0.00, this indicates that the higher the motivation then semkin increase employee performance.

Motivation has a high role for employee performance, this is because motivation has a positive and significant effect on employee performance because the hotel management provides BLT (direct cash assistance) and basic necessities to Aneka Lovina Villas & Spa employees, so as to create high performance and encourage morale in the future. this pandemic.

In line with research conducted by M Fadlin Ikhwan stated that the results of the t-test for the motivation variable obtained a tcount value of 4,680 with a significant value of 0.00 less than 0.05 ($0.00 < 0.05$) and a coefficient value of 0.63. Then the hypothesis states that motivation has a positive effect on employee performance at Grand Ina Hotel Medan.

Conclusions and Suggestions

Conclusion

Based on the descriptions that have been presented to the research data collected and then processed regarding the Effect of Health & Safety and Incentives on Motivation at Various Lovina Villas & Spas, the following conclusions can be drawn:

- a. The results of the influence of the Health & Safety variable on motivation at Aneka Lovina Villas & Spa are positive and significant, this shows the hypothesis that the higher the Health & Safety, the higher the motivation is accepted.
- b. The results of the influence of the Incentive variable on Motivation at Aneka Lovina Villas & Spa are positive and significant, this shows that the higher the incentive, the higher the motivation received.
- c. The results of the influence of the Health & Safety variable on employee performance at Aneka Lovina Villas & Spa are positive and significant, this shows that the higher the Health & Safety, the higher the employee's performance is accepted.
- d. The results of the influence of the Incentive variable on Employee Performance at Aneka Lovina Villas & Spa are positive and significant, this shows that the higher the incentive, the higher the employee's performance.
- e. The results of the influence of the Motivation variable on Employee Performance at Aneka Lovina Villas & Spa are positive and significant, this shows that the higher the motivation, the higher the employee's performance is accepted.
- f. The results of the simultaneous influence of Health & Safety and Incentives on employee performance at Aneka Lovina Villas & Spa are positive and significant, this shows Health & Safety and simultaneous incentives on employee performance are accepted.
- g. The results of the influence of the variables Health & Safety and Incentives on Motivation simultaneously on employee performance at Aneka Lovina Villas & Spa are positive and significant, this shows Health & Safety and Incentives on Motivation simultaneously on employee performance are accepted

Suggestions

The suggestions from researchers related to the results of this study to be used as input and consideration for interested parties are as follows:

For Aneka Lovina Villas & Spa hotel management, the authors suggest to control incentives more, because based on the results of the research the effect of incentives is very high in influencing motivation and if it is not handled by the hotel management, it is likely that employee performance at the hotel will decrease. By giving incentives, employee performance will increase. One way that is done even though during this pandemic there is no incentive, the provision of incentives can also be replaced by providing BLT (direct cash assistance) and also providing basic necessities to all employees during the covid-19 pandemic.

Further research is suggested to be able to examine with different research objects and with question items on different questionnaires from other questionnaire questions, in order to obtain more varied or accurate results regarding other variables. Because from the results of this study, only 74.3% of the three variables used in influencing employee performance were obtained. So that by including several variables other than those used in this study, it is hoped that the results of the research are able to describe values that can really affect the value of employee performance at the hotel.

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