

THE INFLUENCE OF THE IMPLEMENTATION OF SAFETY, HEALTH AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE (STUDY IN PT. KAPUR PUTIH NEGERI KATON- PESAWARAN, LAMPUNG PROVINCE)

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Abstarct

Starting from the emerging phenomenon showing signs of declining levels of occupational safety, occupational health and motivation and company performance since 2019 where there was an outbreak of disease that caused only 50 people to work and the rest had to be quarantined. So interested in conducting this research. This study aims to obtain empirical evidence about the effect of safety, health and motivation on employee performance at PT. Kapur Putih Negeri Katon-Pesawaran, Lampung Province. The method used is descriptive verification analysis and multiple linear regression analysis. Data collection using questionnaires distributed to all employees with the technique of the entire population being the subject of the study. The number of respondents was 80 people who worked at PT. Kapur Negeri Katon Pesawaran, Lampung Province. The results of the analysis show that safety, health, motivation and performance are generally classified as good. The results of the verification analysis both partially show that safety has a positive effect on performance, health shows a positive effect on employee performance and motivation has a positive effect, so the researcher suggests that it needs to be improved again.

Keywords: Safety, Health, Motivation and Employee Performance

Introduction

One of the companies that implements the Occupational Safety and Health program and carries out work motivation is PT. Kapur Putih Negeri Katon-Pesawaran, Lampung Province. The company is engaged in the mining and marketing of Limestone (CaCO_3) which has a high risk of work accidents. The company's efforts while feeling safe and comfortable (minimal risk) at work are the main requirements for employees in improving their performance. Performance is the result of what has been done by workers within a certain period of time for the implementation of the tasks assigned to them. The company is committed to creating a safe and comfortable work environment for all employees, guests, contractors and everyone in the operational area by ensuring that Occupational Safety and Health is an aspect that is not only a slogan and target but is able to integrate closely with the work culture. In addition, the Occupational Safety and Health program has increased

Based on survey data that the achievement of Occupational Health Indicators tends not to increase or according to this measurement based on the K3 guidebook where air quality, noise are measured with measuring instruments, light intensity, temperature and humidity, health facilities and health insurance have been conditioned, for example the air quality in a 4X4 room uses a ½ PK AC level with a predetermined temperature, for warehouses that store flammable materials, 2 PK AC with a predetermined temperature.

PT. Kapur Putih Negeri Katon-Pesawaran, Lampung Province continues to strive to improve Occupational Safety and Health but does not rule out the possibility of work accidents occurring, such as in 2022 there was a work accident of one person, one of whom experienced a fatality incident (loss of life). Work accidents will have a negative impact on employee and company performance, namely the failure to achieve safe and comfortable work so that mining production levels will decrease.

The standard classification of work accidents here is grouped into 3 classifications, namely light, moderate, and severe. The accidents that are classified as light are employees who experience accidents that can be handled directly by the company's first aid kit, then those that are quite severe and cannot be handled by the first aid kit and the victim is immediately taken to the hospital and the purpose of the accidents that are classified as severe is where the accident causes the loss of someone's life. The category for light accidents is being trapped by chunks of rock around the body caused by sharp rocks or equipment, while the category for moderate accidents is broken bones caused by being hit by large rocks and being hit by equipment such as in the use of machines carelessly. To improve Employee Performance in addition to the Occupational Safety and Health Program, PT. Kapur Putih Negeri Katon Pesawaran has a work culture, namely work motivation for employees. This can be seen when starting work, the company leaders provide work direction and work motivation so that employees can find out the company's targets for that day. Motivation is done verbally from the project instructors when employees want to work [1]

Stated that motivation is the provision of driving force that raises the work spirit of an employee so that the employee can work together, effectively, and be seriously involved in all employee performance initiatives [2]. Motivation is the main driver in work, so that humans work hard and work hard to achieve optimal results. Work motivation is a factor that encourages employees to work optimally and contribute positively to company goals, low motivation can result in poor employee performance [3]. The author observed that the Occupational Safety, Health and Motivation Program is not measured by employee performance but PT. Kapur Putih Negeri Katon Pesawaran measures the success indicators of its programs through the achievement of revenue targets only.

Based on the results of a preliminary study of employee performance trends at PT. Kapur Putih Negeri Katon Pesawaran from Year to Year 2020-2024, namely employee performance in 2020, the target achievement was 93%. In 2021, the target achievement was 101%. In 2022, the target achievement was 95% and in 2023, the target achievement was 93%. In 2024, the target achievement was 95%. The author found contradictory, first, the measurement of the achievement of the Occupational Safety and Health program did not involve employees but rather a team or group appointed by the company. So there is an indication of a lack of independence in assessing, here employees are seen as objects only. Second, the motivational culture carried out by company leaders does not have standard standards and its influence on employee performance has never been measured. The author conducted brief interviews with 10 people regarding work motivation and found contradictory, namely employees complained, such as 2 employees stated an inadequate incentive system, 3 employees stated a lack of recognition for employee achievements, or 5 employees stated a lack of opportunities for career development. Therefore, it is important to understand the level of employee motivation at PT. Kapur Putih Negeri Katon Pesawaran and what factors influence employee motivation. Indications that employee work motivation at PT. Kapur Putih Negeri Katon Pesawaran has a negative impact on employee performance itself can be seen from the table of percentages of lateness, absence and premature departure

The author found a contradiction between the performance trend of PT. Kapur Putih Negeri Katon Pesawaran employees from Year to Year 2020-2024 with the percentage of lateness, absence and premature departure of PT. Kapur Putih Negeri Katon Pesawaran from Year to Year 2020-2024. where the performance trend of PT. Kapur Putih Negeri Katon Pesawaran employees from Year to Year 2020-2024 provides a profit of up to 95% while in Table 1.5. Percentage of lateness,

Absenteeism and premature departure of PT. Kapur Putih Negeri Katon Pesawaran from Year to Year 2020-2024 the average lateness reached 28%, the average absenteeism reached 9% and leaving early 16%. Employee behavior still shows indications of weak work motivation. Based on the description above, it is considered important and immediate to conduct a study entitled "The Effect of Implementation of Safety, Health and Work Motivation on Employee Performance (Study at PT. Kapur Putih Negeri Katon-Pesawaran, Lampung Province)". This study aims to obtain empirical evidence about the effect of safety, health and motivation on employee performance at PT. Kapur Putih Negeri Katon-Pesawaran, Lampung Province.

Method

The method used is descriptive verification analysis and multiple linear regression analysis. Data collection using questionnaires distributed to all employees with the technique of the entire population being the subject of the study. The number of respondents was 80 people who worked at PT. Kapur Negeri Katon Pesawaran, Lampung Province.

Results

Verification Analysis

Multiple Linear Regression Analysis

The following are the results of multiple analysis calculations using SPSS to determine the effect of Safety (X1), Health (X2) and Work Motivation (X3) both partially and simultaneously on Employee Performance (Y).

Table 1. Results of Multiple Linear Regression Analysis Test

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	7.339	2.121		3.460 .001
	Keselamatan	.433	.065	.506	6.679 .000
	Kesehatan	.230	.055	.314	4.189 .000
	Motivasi	.431	.076	.441	5.686 .000

a. Dependent Variable: Kinerja karyawan

Source: Research data (2025)

Based on the results of data processing as stated in the recapitulation of the results of the analysis of multiple linear regression analysis, the following regression line equation can be formed:

$$Y = 7.339 + 0.433 X_1 + 0.230 X_2 + 0.431 X_3$$

The regression equation above can be explained as follows:

- Constant of 7.339 This means that if Safety (X1), and Health (X2) have a value of 0, then Employee Performance (Y) has a value of 7.339
- The regression coefficient of the Safety variable (X1) is 0.433 This means that if the other independent variables remain the same and Safety (X1) increases by 1%, then Employee Performance (Y) will increase by 0.433
- The coefficient has a positive value, meaning that there is a positive relationship between Safety (X1) and Employee Performance (Y), the higher Safety (X1), the higher Employee Performance (Y).

- The regression coefficient of the Health variable (X2) is 0.230. This means that if the other independent variables remain the same and Health (X2) decreases by 1%, then Employee Performance (Y) will increase by 0.230.
- A negative coefficient means that there is a negative relationship between Health (X2) and Employee Performance (Y), the higher Health (X2) the lower Employee Performance (Y).
- The regression coefficient of the Work Motivation variable (X3) is 0.431. This means that if the other independent variables remain the same and Work Motivation (X3) increases by 1%, then Employee Performance (Y) will increase by 0.431. A positive coefficient means that there is a positive relationship between Work Motivation (X3) and Employee Performance (Y), the higher Work Motivation (X3) the higher Employee Performance (Y).

Hypothesis Testing

Simultaneous Test (F-Statistic Test)

Table 2. Simultaneous Test (F-Statistic Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	938.094	3	312.698	61.911	.000 ^b
	Residual	383.856	76	5.051		
	Total	1321.950	79			
a. Dependent Variable: Kinerja karyawan						
b. Predictors: (Constant), Motivasi, Kesehatan, Keselamatan						

Source: Research data (2025)

Statistical hypothesis

H₀: There is no positive and significant influence between safety, health, and motivation simultaneously on employee performance

H_a: There is a positive and significant influence between safety, health, and motivation simultaneously on employee performance.

Based on the SPSS calculation results table, the calculated F is 61,911. Then the F table at a confidence level of 95%, $\alpha = 5\%$, df 1 (number of variables-1) = 1, and df 2 (n-k-1) or $80-2-1 = 77$. So the F table at a significance level of 5% 2 (77) is obtained for the F table of 3.97

Testing criteria:

- If the calculated $F > F$ table, then H₀ is rejected.
- If the calculated $F < F$ table, then H₀ is accepted.

Because the calculated $F > F$ table ($61.91 > 3.97$), then H₀ is rejected, meaning that there is a positive and significant influence between safety, health, and motivation simultaneously on employee performance at PT. Kapur Putih Negeri Katon. So it can be concluded that there is a simultaneous influence of safety, health, and motivation on the performance of employees of PT. Kapur Putih Negeri Katon.

Partial Test (t-Statistic Test)

This test is conducted to partially test whether each independent variable has a significant influence on the dependent variable. The partial statistical hypothesis testing of the study is formulated as follows:

Table. 3. Partial Test of Occupational Safety Variables

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	7.339	2.121		3.460
	Keselamatan	.433	.065	.506	6.679
	Kesehatan	.230	.055	.314	4.189
	Motivasi	.431	.076	.441	5.686

a. Dependent Variable: Kinerja karyawan

Source: Research data (2025)

The results of the partial test calculation using SPSS, with the following results:

Partial Test of Work Safety Variables

This test is conducted to partially test whether each independent variable has a significant influence on the dependent variable. Partial statistical hypothesis testing of the study is formulated as follows:

H₀: There is no positive and significant influence between safety and employee performance at PT. Kapur Putih Negeri Katon.

H_a: There is a positive and significant influence between safety and employee performance at PT. Kapur Putih Negeri Katon.

Testing criteria:

- If t count > t table, then H₀ is rejected and H_a is accepted
- If t count < t table, then H₀ is accepted and H_a is rejected

Based on the SPSS calculation results table, the t count of the safety variable (X₁) is 12,931. Then t table at a confidence level of 95%, α = 5%, t table (0.05/2; 80-2-1 or 80-2-1 = 77, the t table is 3.97

Because t count > t table (6.67 > 3.97), then H₀ is rejected and H_a is accepted, meaning that there is a positive and significant influence between safety and employee performance at PT. Kapur Putih Negeri Katon. the conclusion is that safety has a positive and significant influence on employee performance at PT. Kapur Putih Negeri Katon.

Partial Test of Occupational Health Variables

The results of the partial test calculation using SPSS, with the following results:

This test is carried out to partially test whether each independent variable has significant influence on the dependent variable. Partial statistical hypothesis testing of the study is formulated as follows:

H₀: There is no positive and significant influence between health and employee performance at PT. Kapur Putih Negeri Katon.

H_a: There is a positive and significant influence between health and employee performance at PT. Kapur Putih Negeri Katon.

Testing criteria:

If t count > t table, then H₀ is rejected and H_a is accepted

If t count < t table, then H₀ is accepted and H_a is rejected Berdasarkan tabel hasil perhitungan SPSS diperoleh t hitung variabel keselamatan (X₁) sebesar 4.18 Kemudian t tabel pada tingkat keyakinan 95%, α = 5%, t tabel (0,05/2 ; 80-2-1 atau 80-2-1 = 77 diperoleh t tabel sebesar 3,97

Because t count > t table (4.18 > 3.97), then H₀ is rejected and H_a is accepted, meaning that there is a positive and significant influence between Health on Employee Performance of PT. Kapur Putih Negeri Katon.

Partial Test of Motivation Variable

This test is conducted to partially test whether each independent variable has a significant influence on the dependent variable. Partial statistical hypothesis testing of the study is formulated as follows:

H₀: There is no positive and significant influence between motivation on Employee Performance of PT. Kapur Putih Negeri Katon.

H_a: There is a positive and significant influence between motivation on Employee Performance of PT. Kapur Putih Negeri Katon.

Testing criteria:

- If $t \text{ count} > t \text{ table}$, then H₀ is rejected and H_a is accepted
- If $t \text{ count} < t \text{ table}$, then H₀ is accepted and H_a is rejected

Based on the SPSS calculation results table, the t count of the Motivation variable (X₂) is 5.68. Then t table at a confidence level of 95%, $\alpha = 5\%$, t table (0.05/2; 80-2-1 or 80-2-1 = 77, the t table is 3.97

Because $t \text{ count} > t \text{ table}$ (5.68 > 3.97), then H₀ is accepted and H_a is rejected, meaning that there is a positive and significant influence between Motivation on Employee Performance at PT. Kapur Putih Negeri Katon. The conclusion is that Motivation has a positive and significant influence on Employee Performance at PT. Kapur Putih Negeri Katon.

Determination Coefficient

Determination analysis in multiple linear regression is used to determine the percentage of contribution of the influence of the independent variables of Safety, Health, and Work Motivation simultaneously (simultaneously) on the dependent variable of Employee Performance (Y).

This coefficient shows how much percentage of the independent variables used in the model are able to explain the dependent variable. From the results of the determination coefficient analysis, data was obtained as seen in the model summary output as follows:

Table. 4. Determination analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.842 ^a	.710	.698	2.247
a. Predictors: (Constant), Motivasi, Kesehatan, Keselamatan				

Source: Research data (2025)

Based on the table above, the R² (R Square) figure is 0.710 or (71%). This shows that the percentage of contribution of the influence of the independent variables of Safety, Health, and Motivation on the dependent variable of Employee Performance is 71%. While the remaining 29% is influenced or explained by other variables that are not carried out in this research model. According to Sugiyono (2022), the guidelines for providing interpretation of the correlation coefficient are as follows:

Table 5. Level of Correlation Relationship

Interval Koefisien	Klasifikasi Tingkat Hubungan
0,00 – 0,19	Sangat Rendah
0,20 – 0,39	Rendah
0,40 – 0,59	Sedang
0,60 – 0,79	Kuat
0,80 – 1,00	Sangat Kuat

Source: Research data (2025)

Based on the results of the regression analysis, as seen in the output model summary table 4.22, the R value is 0.71. This shows that there is a strong relationship between Safety (X1), Health (X2), and Work Motivation (X3) on Employee Performance.

Discussion

The Effect of Safety on Employee Performance

Based on the results of the study, it can be concluded that occupational safety has a positive and significant effect on employee performance and has a unidirectional relationship between occupational safety variables and employee performance. This shows that the better the implementation of the occupational safety program at PT. Kapur Putih Negeri Katon has a meaning for improving performance, so that if occupational safety is improved, employee performance will also increase [4]. Occupational safety is something that influences employee performance. Therefore, companies must pay attention to the safety of workplace conditions and working conditions for their employees [5].

The Effect of Health on Employee Performance

Based on the results of the study, it can be concluded that occupational health has a positive and significant effect on employee performance at PT. Kapur Putih Negeri Katon. Occupational health has a significant role in improving employee performance. If employee performance is good, the company can achieve targets and goals optimally [6]. Based on brief interviews with 10 people, all assume that health has become a standard administrative standard, so that it has become an employee right so that they do not review the basis as a demand for the company [7]. These results do not contradict company data stating that employee health is in the good category[8].

The Influence of Motivation on Employee Performance

Furthermore, based on the results of the study that partially between motivation and employee performance, it is also proven that motivation is an important factor that influences employee performance. Employees who have high work motivation tend to work harder, focus on company goals, and have high spirits to achieve the specified targets [9]. Motivation that comes from internal factors (such as the need to develop) and external factors (such as awards, incentives) contribute positively to individual performance [10]. Internal or external motivation or encouragement that triggers individuals to achieve certain goals. Motivated employees tend to be more productive, innovative, and focused on company goals [11].

The Influence of Health Safety and Motivation on Employee Performance

The results of the study showed that simultaneously there was a positive influence of occupational safety, occupational health and work motivation with evidence of $F_{count} > F_{table}$ ($61,911 > 3.97$), then H_0 was rejected, meaning that there was a positive and significant influence between safety, health, and motivation simultaneously on employee performance at PT. Kapur Putih Negeri Katon. So it can be concluded that there is an influence of safety, health, and motivation

simultaneously on employee performance at PT. Kapur Putih Negeri Katon. However, based on the output results of the summary model table, the R figure is 0.71 or (71%). This shows that there is a very strong relationship between safety (X1), health (X2), and work motivation (X3) on employee performance. This shows that the percentage of the contribution of the influence of the independent variables Safety, Health, and Motivation on the dependent variable Employee Performance is 71%. While the remaining 29% is influenced or explained by other variables that are not carried out in this research model.

Occupational safety has a significant impact on employee performance. Implementing a good occupational safety and health (OHS) program can improve employee productivity, motivation, and overall performance. Here are some points that explain how occupational safety affects employee performance same a like asafe and healthy workplace makes employees feel comfortable and confident in working [12]. This allows them to focus on their tasks without worrying about accidents or injuries, thereby increasing productivity. When companies show concern for employee safety and health, employees feel appreciated and motivated to perform better. They feel an emotional bond with the company and are more eager to make positive contributions [13]. An effective OHS program can reduce the number of accidents and occupational diseases. This will reduce employee absenteeism and costs associated with workplace accidents such as medical care and compensation costs [14]. A company with a good occupational safety record will gain a positive reputation in the eyes of employees, prospective employees, and the wider community. This can help the company attract and retain the best talent [15]. Ensuring occupational safety creates a positive work environment, where employees feel safe, valued, and motivated to work together [16]. This can improve morale and team collaboration [17]. Overall, investing in occupational safety and health is a smart investment for a company. Implementing a comprehensive OHS program not only protects employees, but also improves their performance and productivity, and provides long-term benefits for the company [18].

Conclusion

Based on the data and results of the research analysis that has been carried out in accordance with the formulation of the problem and the objectives of the research to be achieved regarding the Influence of Safety, Health, and Motivation on Employee Performance at PT. Kapur Putih Negeri Pesawaran, Lampung Province, it can be concluded as follows:

1. Results of descriptive analysis
 - a. That Safety based on the average score of the questionnaire is generally classified as good, based on an average score of 3.37 on the questionnaire indicator
 - b. That Health based on the average score of the questionnaire is generally classified as good, based on an average score of 3.32 on the questionnaire indicator
 - c. That Motivation based on the average score of the questionnaire is generally classified as good, based on an average score of 3.44 on the questionnaire indicator
2. Partially proven, that Work Safety has a positive and significant effect on Employee Performance at PT. Kapur Putih Negeri. Because based on the calculation that $t_{count} > t_{table}$ ($6.67 > 3.97$), then H_0 is rejected and H_a is accepted, meaning that there is a positive and significant effect between Safety on Employee Performance at PT. Kapur Putih Negeri.
3. Partially proven, that Occupational Health has a positive and significant effect on Employee Performance of PT. Kapur Putih Negeri. Because based on the calculation that $t_{count} > t_{table}$ ($4.19 > 3.97$), then H_0 is rejected and H_a is accepted, meaning that there is a positive and significant effect between health on Employee Performance of PT. Kapur Putih Negeri.
4. Partially proven, that Motivation has a positive and significant effect on Employee Performance of PT. Kapur Putih Negeri. Because based on the calculation that $t_{count} > t_{table}$ ($5.68 > 3.97$), then

- Ho is rejected and Ha is accepted, meaning that there is a positive and significant effect between Motivation on Employee Performance of PT. Kapur Putih Negeri.
5. Simultaneously that Safety, Health and Motivation have a positive and significant effect on Employee Performance of PT. Kapur Putih Negeri. Because $F_{count} > F_{table}$ ($61.911 > 3.97$), then Ho is rejected, meaning that there is a positive and significant effect between Safety, Health, and Motivation simultaneously on Employee Performance of PT. Kapur Putih Negeri Katon.

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