ABSTRACT

ADEL AMANATRI SONYA. 2022. The Influence of Work Discipline and K3 (Occupational Safety and Health) on Employees' Performance at PT. Minanga Ogan Plantation (Case Study on PKS SENM Employees). The research was supervised by Ali Akbar, S.E., M.Si and Hilmi Wiranawata, S.E., M.M. This study aimed to determine the influence of work discipline and K3 (Occupational Safety and Health) on employees' performance at PT. Minanga Ogan Plantation (a case study on PKS SENM employees).

The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis of the discipline variable, it showed that there was a significant influence of work discipline on employees' performance at PT. Minanga Ogan Plantation with a t-count value of 3,851. and the K3 variable showed that there was a significant influence of K3 on employees' performance at PT. Minanga plantation with t-count value of 7,654. Simultaneously, it was found that there was a jointly significant influence between work discipline and K3 on employee performance at PT. Minanga Ogan Plantation with an f-count value of 79,052. the coefficient of determination (R^2) obtained was 0.640. This meant that the contribution of work discipline and K3 (Occupational Safety and Health) to employees' performance was 64% while the remaining 36% was influenced by other variables outside of this study. For example ability and expertise, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, and commitment. (Kasmir, 2016: 189).

Keywords: Work Discipline, K3 (Occupational Safety and Health), Employee Performance

ABSTRAK

ADEL AMANATRI SONYA. 2022. Pengaruh Disiplin Kerja dan K3 (Keselamatan dan Kesehatan Kerja) Terhadap Kinerja Karyawan Pada PT. Perkebunan Minanga Ogan (Studi Kasus Pada Karyawan PKS SENM). Skripsi dibimbing oleh Ali Akbar, S.E., M.Si., dan Hilmi Wiranawata, S.E., M.M. Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja dan K3 (Keselamatan dan Kesehatan Kerja) terhadap kinerja karyawan pada PT. Perkebunan Minanga Ogan (studi kasus pada karyawan PKS SENM).

Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial pada variabel disiplin menunjukkan ada pengaruh signifikan disiplin kerja terhadap kinerja karyawan pada PT. Perkebunan Minanga Ogan dengan nilai t-hitung sebesar 3.851. dan variabel K3 menunjukkan ada pengaruh signifikan K3 terhadap kinerja karyawan pada PT. Perkebunan Minanga dengan nilai t-hitung sebesar 7.654. Secara simultan didapatkan ada pengaruh signifikan secara bersama-sama antara disiplin kerja dan K3 terhadap kinerja karyawan pada PT. Perkebunan Minanga Ogan dengan nilai f-hitung sebesar 79.052. koefisien determinasi (R^2) yang diperoleh sebesar 0,640. Hal ini menunjukkan berarti sumbangan pengaruh disiplin kerja dan K3 (Keselamatan dan Kesehatan Kerja) terhadap kinerja karyawan sebesar 64% sedangkan sisanya 36% dipengaruhi oleh variabel lain diluar penelitian ini. Misalnya kemampuan dan keahlian, pengetahuan, rancangan kerja, kepribadian, motivasi kerja, kepemimpinan, gaya kemimpinan, budaya organisasi, kepuasan kerja, lingkungan kerja, loyalitas, dan komitmen. (Kasmir, 2016:189).

Kata Kunci : Displin Kerja, K3 (Keselamatan dan Kesehatan Kerja), Kinerja Karyawan