

ABSTRAK

Alysia Amanda(2022). Pengaruh Keselamatan Kerja Dan *Job Description* Terhadap Kinerja Karyawan PT. Baturaja Gasindo Utama. Dibimbing oleh Bapak Ali Akbar, S.E.,M.Si. selaku pembimbing I dan ibu Rani Anwar, S.Pd.,M.Si selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Keselamatan Kerja Dan *Job Description* Terhadap Kinerja Karyawan PT. Baturaja Gasindo Utama. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 33 Karyawan PT. Baturaja Gasindo Utama. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan hasil uji hipotesis parsial variabel keselamatan kerja sebesar 6,999 dengan t tabel ($\alpha/2 = 0,05/2 = 0,025$) dan $df = n-k-1$ yaitu $33-2-1=30$ untuk uji dua sisi diperoleh 2,04227 dengan kriteria pengambilan keputusannya H_0 ditolak dan H_a diterima artinya ada pengaruh keselamatan kerja terhadap Kinerja karyawan PT. Baturaja Gasindo Utama. Sedangkan variabel *job description* memiliki t hitung sebesar 2,685 dengan t tabel ($\alpha/2 = 0,05/2 = 0,025$) dan $df = n-k-1$ yaitu $33-2-1=30$ untuk uji dua sisi diperoleh 2,04227 dengan kriteria pengambilan keputusannya H_0 ditolak dan H_a diterima artinya ada pengaruh *job description* terhadap Kinerja karyawan PT. Baturaja Gasindo Utama. Secara simultan didapatkan F_{hitung} sebesar 138,712. Hasil tersebut kemudian dibandingkan dengan F tabel, F tabel di peroleh dengan melihat ($df_1 = \text{jumlah variabel} - 1 = 3 - 1 = 2$) dan ($df_2 = n - k - 1 = 33 - 2 - 1 = 30$) pada tingkat kepercayaan 95% atau $\alpha = 5\%$ didapat F_{tabel} 3,32. Jadi $F_{hitung} 138,712 > F_{tabel} 3,32$ maka H_0 ditolak dan H_a diterima, artinya ada pengaruh keselamatan kerja dan *job description* terhadap Kinerja karyawan PT. Baturaja Gasindo Utama. Koefisien determinasi (R^2) yang diperoleh sebesar 0,902. Hal ini menunjukkan berarti sumbangan pengaruh Keselamatan kerja dan *Job description* terhadap Kinerja karyawan sebesar 90,2% sedangkan sisanya 9,8% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti *attitude, personality* (Mangkunegara, 2015:68).

Kata Kunci: Keselamatan Kerja, *Job Description* dan Kinerja Karyawan

ABSTRACT

Alysia Amanda (2023). The Influence of Work Safety and Job Descriptions on Employees' Performance at PT. Baturaja Gasindo Utama. Under the guidance of Ali Akbar, S.E.,M.Si. and Rani Anwar, S.Pd., M.Si.

This study aimed to determine the influence of work safety and job descriptions on employees' performance at PT. Baturaja Gasindo Utama. The data collection technique used in this study was through distributing questionnaires. Total population was 33 employees of PT. Baturaja Gasindo Utama. The data analysis technique used was multiple linear regression. Based on the results of the partial hypothesis test for the work safety variable of 6.999 with t table ($\alpha/2 = 0.05/2 = 0.025$) and $df = n-k-1$, namely $33-2-1=30$ for a two-tailed test, it was obtained 2.04227 with the criteria decision making H_0 was rejected and H_a was accepted, meaning that there was an influence of work safety on the performance of employees of PT. Baturaja Gasindo Utama. While the job description variable had a t count of 2.685 with t table ($\alpha/2 = 0.05/2 = 0.025$) and $df = n-k-1$ which is $33-2-1=30$ for a two-tailed test obtained 2.04227 with the selection criteria the decision H_0 was rejected and H_a was accepted, meaning that there was an influence of the job description on the performance of employees of PT. Baturaja Gasindo Utama. Simultaneously obtained Fcount of 138.712. These results were then compared with F tables, F tables were obtained by looking at ($df_1 = \text{number of variables} - 1 = 3 - 1 = 2$) and ($df_2 = n - k - 1 = 33 - 2 - 1 = 30$) at a 95% confidence level or $\alpha = 5\%$ obtained Ftable 3.32. So Fcount $138.712 > F_{table} 3.32$ then H_0 was rejected and H_a was accepted, meaning that there was an influence of work safety and job descriptions on the performance of PT Baturaja Gasindo Utama's employees. The coefficient of determination (R^2) obtained was 0.902. This showed that the contribution of the influence of work safety and job descriptions on employees' performance was 90.2% while the remaining 9.8% was influenced by other variables not mentioned in this study such as attitude, personality (Mangkunegara, 2015: 68).

Keywords: Work Safety, Job Description and Employees' Performance