

ABSTRACT

Ari Bagito (2023), *The Influence of Occupational Safety and Health and the Work Environment on Employees' Performance in the Mining Department of PT Semen Baturaja Tbk Baturaja Factory*. Under the guidance of **Rosmala Dewi, S.E., M.Si.** and **Rani Anwar, S.Pd., M.M.** This research discussed the influence of occupational safety and health and the work environment on employees' performance in the Mining Department of PT Semen Baturaja Tbk Baturaja Factory. The population in this study were 42 employees of PT Semen Baturaja Tbk. The analytical method used was a quantitative method using the Multiple Linear Regression analysis tool. The results of the analysis explained that the calculated t for each Occupational Safety and Health variable (X_1) was 2.540 and the Work Environment (X_2) was 1.350, when compared with the t table value of 2.022 it could be stated that variable X_1 had a significant influence but X_2 did not have a significant influence on Employees' performance at the Department of Mining PT Semen Baturaja Tbk Baturaja Factory. The calculated F value of 33.258 was greater than the F table of 3.24, indicating that together Occupational Safety and Health and the Work Environment were significant for Employees' Performance in the Department of Mining of PT Semen Baturaja Tbk Baturaja Factory. The coefficient of determination (R Square) value was 0.630, meaning that in this case the contribution of the influence of occupational safety and health and the work environment on employees' performance was 63%, while the remaining 37% was influenced by other variables outside the variables included in this research model such as work motivation, responsibility, work discipline and incentives are in accordance with research conducted previously by Sedarmayanti (2018).

Keywords: *Occupational Safety and Health, Work Environment, Employees' Performance.*

ABSTRAK

Ari Bagito (2023), Pengaruh Keselamatan dan Kesehatan Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada *Department of Mining* PT Semen Baturaja Tbk Pabrik Baturaja. Dibawah bimbingan **Rosmala Dewi, S.E., M.Si. dan Rani Anwar, S.Pd., M.M.** Skripsi ini membahas tentang Pengaruh Keselamatan dan Kesehatan Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada *Department of Mining* PT Semen Baturaja Tbk Pabrik Baturaja. Populasi dalam penelitian ini adalah 42 orang karyawan PT Semen Baturaja Tbk. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Keselamatan dan Kesehatan Kerja (X_1) sebesar 2,540 dan Lingkungan Kerja (X_2) sebesar 1,350, jika dibandingkan dengan nilai t tabel sebesar 2,022 dapat dinyatakan bahwa variable X_1 berpengaruh signifikan tetapi X_2 tidak berpengaruh secara signifikan terhadap Kinerja Karyawan Pada *Department of Mining* PT Semen Baturaja Tbk Pabrik Baturaja. Nilai F hitung sebesar 33,258 lebih besar dari F tabel sebesar 3,24 menyatakan bahwa secara bersama-sama Keselamatan dan Kesehatan Kerja dan Lingkungan Kerja signifikan Terhadap Kinerja Karyawan Pada *Department of Mining* PT Semen Baturaja Tbk Pabrik Baturaja. Nilai koefisien determinasi (*R Square*) sebesar 0,630 artinya dalam hal ini sumbangan pengaruh keselamatan dan kesehatan kerja dan lingkungan kerja terhadap kinerja karyawan sebesar 63%, sedangkan sisanya 37% dipengaruhi oleh variabel lainnya di luar variabel yang dimasukkan dalam model penelitian ini seperti motivasi kerja, tanggung jawab, disiplin kerja dan insentif sesuai dengan penelitian yang dilakukan sebelumnya oleh Sedarmayanti (2018).

Kata Kunci : Keselamatan dan Kesehatan Kerja, Lingkungan Kerja, Kinerja Karyawan.