

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh secara parsial keselamatan kerja (X1), kesehatan kerja (X2) dan lingkungan kerja (X3) terhadap kinerja karyawan (Y) pada karyawan PT Sinar Sosro KP Jember. Jenis penelitian ini menggunakan pendekatan metode kuantitatif. Populasi dalam penelitian ini yakni PT Sinar Sosro KP Jember dengan jumlah sampel berjumlah 32 karyawan. Teknik pengumpulan data yang digunakan kuisioner meliputi instrumen data (uji validitas, dan uji reliabilitas), uji asumsi klasik (uji multi kolonieritas, uji normalitas, dan uji heterokedastisitas), analisis linear berganda dan uji hipotesis (uji t dan koefisien determinasi) dengan bantuan program SPSS 21.0 for Windows. Hasil penelitian ini menunjukkan bahwa variabel Keselamatan Kerja (X1) secara parsial berpengaruh signifikan terhadap Kinerja karyawan(Y) sebesar 0,026, Variabel Kesehatan kerja(X2) secara parsial berpengaruh signifikan terhadap Kinerja karyawan(Y) sebesar 0,028, sedangkan variabel Lingkungan kerja (X3) secara parsial berpengaruh signifikan terhadap Kinerja Karyawan (Y) sebesar 0,013 dan nilai Adjusted R square sebesar 0,799 Hal ini menunjukkan 79% variasi variabel kinerja karyawan dapat dijelaskan oleh keselamatan kerja, kesehatan kerja dan lingkungan kerja, sedangkan sisanya sebesar 0,21 atau 21% dijelaskan oleh variabel variabel lain yang tidak dijelaskan dalam penelitian ini.

Kata kunci: Keselamatan kerja, kesehatan kerja, lingkungan kerja dan kinerja karyawan

## **ABSTRACT**

*This study aims to determine the partial effect of work safety (X1), work health (X2) and work environment (X3) towards employee performance (Y) of PT Sinar Sosro KP Jember. This research used a quantitative method approach. The population in this study were the employees of PT Sinar Sosro KP Jember and covered 32 employees as the number of samples. The data collection technique used was a questionnaire with data instrument tests (validity and reliability tests), classical assumption tests (multicollinearity test, normality test, and heteroscedasticity test), multiple linear analysis and hypothesis testing (t test and coefficient of determination) with the help of SPSS 21.0 for Windows software application. The results of this study indicate that, partially, the work safety variable (X1) has a significant effect on employee performance (Y) with significance value of 0.026. Partially, the work health variable (X2) has a significant effect on employee performance (Y) with significance value of 0.028. While the work environment variable (X3) partially has a significant effect on Employee Performance (Y) with significance value of 0.013. The adjusted R-squared value of 0.799. This indicates that 79% of variations in employee performance variable can be well explained by work safety, work health and work environment variables. The remaining value of 0.21 or 21% is influenced by other variables that are not examined in this study.*

*Keywords: Work Safety, Work Health, Work Environment and Employee Performance*