

PENGARUH UNSAFE BEHAVIOR TERHADAP KINERJA KARYAWAN TEKNISI PT. TA WITEL JEMBER

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INTISARI

PT.TA Witel Jember adalah perusahaan yang bergerak pada layanan jaringan dan kontruksi. Berdasarkan data yang diperoleh bahwa kinerja yang dimiliki karyawan mampu merencanakan pekerjaannya, mampu menyelesaikan tugas yang diberikan oleh perusahaan namun terdapat karyawan yang melaksanakan tugasnya dengan cara yang kurang tepat sehingga beresiko pada kecelakaan kerja yang menunjukkan adanya *unsafe behavior*. Penelitian ini bertujuan untuk mengetahui pengaruh *unsafe behavior* terhadap kinerja karyawan teknisi PT. TA Witel Jember.

Metodologi penelitian menggunakan pendekatan kuantitatif asosiatif dengan sampel 100 karyawan. Untuk mengukur skala *unsafe behavior* menggunakan skala likert. Pada skala kinerja menggunakan skala *semantic differencial*. Hasil uji validitas dan reabilitas menunjukkan bahwa dua skala tersebut telah memenuhi syarat sehingga dapat dikatakan kedua alat ukur tersebut valid dan reliabel.

Hasil penelitian menunjukkan H_0 diterima dan H_1 ditolak yang artinya *unsafe behavior* tidak berpengaruh terhadap kinerja pada teknisi PT.TA Witel Jember dengan hasil nilai koefisien signifikansi $0,864 > 0,05$. Hasil uji deskriptif data *unsafe behavior* secara umum dapat dikategorikan karyawan memiliki *unsafe behavior* tinggi dengan prosentase 46% dan memiliki *unsafe behavior* rendah dengan prosentase 54% sedangkan kinerja tinggi dengan prosentase 44% dan memiliki kinerja rendah dengan prosentase 56%.

Kata kunci : *Unsafe Behavior*, Kinerja, Karyawan

1. Peneliti
2. Dosen Pembimbing I
3. Dosen Pembimbing II

THE INFLUENCE OF UNSAFE BEHAVIOR ON PERFORMANCE OF TECHNICIAN EMPLOYEES PT. TA WITEL JEMBER

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ABSTRACT

PT. TA Witel Jember is a company engaged in network and construction services. Based on the data obtained that the performance of the employee is able to plan his work, able to complete the tasks given by the company but there are employees who carry out their duties in an inappropriate manner so that they are at risk of work accidents that indicate the presence of unsafe behavior. This study aims to determine the effect of unsafe behavior on the performance of PT. TA Witel Jember.

The research methodology uses an associative quantitative approach with a sample of 100 employees. To measure the scale of unsafe behavior using a Likert scale. On the performance scale using differential semantic scale. Validity and reliability test results indicate that the two scales have fulfilled the requirements so that it can be said that the two measuring instruments are valid and reliable.

The results showed that H₀ was accepted and H₁ was rejected which meant that unsafe behavior had no effect on the performance of the PT .TA Witel Jember technician with the results of the significance coefficient of $0.864 > 0.05$. Descriptive unsafe behavior data test results generally can be categorized as employees having high unsafe behavior with a percentage of 46% and having a low unsafe behavior with a percentage of 54% while high performance with a percentage of 44% and has a low performance with a percentage of 56%.

Keywords: Unsafe Behavior, Performance, Employees

1. Researcher
2. Supervisor I
3. Supervisor II