

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan, Keselamatan dan Kesehatan Kerja (K3), kompensasi, dan fasilitas kerja terhadap kinerja karyawan lapangan Perum Perhutani KPH Jember. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi penelitian berjumlah 165 karyawan lapangan dan seluruh populasi dijadikan sampel penelitian. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji t, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa pelatihan, K3, kompensasi, dan fasilitas kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Fasilitas kerja merupakan variabel yang memberikan pengaruh paling dominan terhadap kinerja karyawan. Temuan ini menunjukkan bahwa peningkatan kualitas pelatihan, penerapan K3 yang optimal, pemberian kompensasi yang adil, serta penyediaan fasilitas kerja yang memadai dapat meningkatkan kinerja karyawan lapangan. Berdasarkan hasil penelitian, Perum Perhutani KPH Jember disarankan untuk mempertahankan kualitas fasilitas kerja serta meningkatkan pengembangan program pelatihan, implementasi K3, dan sistem kompensasi yang berkeadilan guna mengoptimalkan kinerja karyawan. Selain itu, penelitian selanjutnya disarankan untuk mengembangkan model penelitian dengan menambahkan variabel lain, seperti motivasi kerja, kepuasan kerja, kepemimpinan serta menggunakan objek penelitian yang lebih luas agar diperoleh hasil yang lebih komprehensif dan memiliki daya generalisasi yang lebih tinggi.

Kata Kunci: Pelatihan, Keselamatan Dan Kesehatan Kerja (K3), Kompensasi, Fasilitas Kerja, Kinerja Karyawan

ABSTRACT

This research aims to analyze the influence of training, Occupational Safety and Health (OSH), compensation, and work facilities on the performance of field employees at Perum Perhutani KPH Jember. The research uses a quantitative approach with a survey method. The research population consists of 165 field employees, and the entire population is used as the research sample. Data were collected thru questionnaires and analyzed using validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, t-tests, and the coefficient of determination. The research results show that training, occupational health and safety (OHS), compensation, and work facilities have a positive and significant impact on employee performance. Work facilities are the variable that has the most dominant influence on employee performance. These findings indicate that improving the quality of training, optimal implementation of occupational health and safety (OHS), providing fair compensation, and ensuring adequate work facilities can enhance the performance of field employees. Based on the research findings, Perum Perhutani KPH Jember is advised to maintain the quality of work facilities and enhance the development of training programs, the implementation of occupational health and safety (OHS), and a fair compensation system to optimize employee performance. In addition, it is recommended that future research develop the research model by adding other variables, such as work motivation, job satisfaction, and leadership, as well as using a broader research object to obtain more comprehensive results with higher generalizability

Keywords: *Training, Occupational Safety and Health (OSH), Compensation, Work Facilities, Employee Performance*