

ABSTRACT

The research was conducted at PT. Agro Muko BTPOM as a company engaged in the field of oil palm plantations that produces Fresh Fruit Bunches (FFB) and processes them into Crude Palm Oil (CPO) and Cernel Palm Oil. This study aims to identify the variables of occupational safety and health on employee performance in order to see which factors are more dominant that affect the decline in production during the Covid-19 pandemic, then see how much work safety and health has been implemented seen from the findings in the field according to not yet with the health protocol from the Indonesian Ministry of Health. Collection The number of samples in this study were 56 respondents from 129 populations. The data collection technique is through questionnaires distributed to respondents, while the research variables are occupational health (X1) and occupational safety (X2) on employee performance (Y). From the results of the hypothesis analysis, the variables of occupational health (X1) and occupational safety (X2) both partially and simultaneously have a positive and significant effect on employee performance (Y). The results of multiple linear regression show that employee performance is influenced by occupational safety and health variables. From the results of the determination (R^2) using the value of Adjusted r square has a result of 0.844. This means that the variable has a major influence on employee performance by 84.4% and the remaining 15.6% is influenced by other factors not examined. control of work safety and work safety at PT. Agro Muko BTPOM during the Covid-19 Pandemic has carried out according to the Health protocol from the Ministry of Health of the Republic of Indonesia

Keywords: occupational safety and health, employee performance, the covid-19 period

ABSTRAK

Penelitian di lakukan di PT. Agro Muko BTPOM sebagai perusahaan yang bergerak dalam bidang perkebunan kelapa sawit yang menghasilkan Tandan Buah Segar (TBS) dan mengolahnya menjadi Crude Palm Oil (CPO) serta Cernel Palm Oil. Adapun penelitian ini bertujuan untuk mengidentifikasi variabel keselamatan dan kesehatan kerja terhadap kinerja karyawan guna melihat faktor mana yang lebih dominan yang memengaruhi penurunan produksi dimasa pandemi covid-19, kemudian melihat seberapa besar pelaksanaan keselamatan dan kesehatan kerja yang sudah dilakukan dilihat dari temuan di lapangan sesuai belum dengan protokol kesehatan dari Kementerian Kesehatan Indonesia. Pengambilan Jumlah sampel dalam penelitian ini adalah 56 responden dari 129 populasi. Teknik pengumpulan datanya melalui kuesioner yang dibagikan kepada responden, adapun variabel penelitian adalah kesehatan kerja (X^1) dan keselamatan kerja (X^2) terhadap kinerja karyawan (Y). Dari hasil analisis hipotesis Variabel kesehatan kerja (X^1) dan keselamatan kerja (X^2) baik secara persial maupun simultan berpengaruh secara positif dan signifikan terhadap kinerja karyawan (Y). Dari hasil regresi linier berganda menunjukkan bahwa kinerja karyawan dipengaruhi oleh variabel keselamatan dan kesehatan kerja. Dari hasil determinasi (R^2) menggunakan nilai Adjusted r square memiliki hasil sebesar 0,844. Artinya variabel memberikan pengaruh besar terhadap kinerja karyawan sebesar 84,4% dan sisanya 15,6% dipengaruhi oleh faktor lain yang tidak diteliti. pengendalian keselamatan kerja dan kesehatan kerja di PT. Agro Muko BTPOM selama Pandemi Covid-19 Sudah melaksanakan sesuai dengan protokol Kesehatan dari kementerian kesehatan Republik Indonesia

Kata kunci : keselamatan dan kesehatan kerja, kinerja karyawan, masa covid-19