

ABSTRACT

THE INFLUENCE OF OCCUPATIONAL SAFETY HEALTH PROGRAMS AND WORKLOADS ON EMPLOYEE PERFORMANCE ARE MEDIATED BY WORK STRESS AT PT. SINARJAYA INTI MULYA SRENGSEM WORK UNIT

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This research aims to determine the effect of the Occupational Safety and Health (K3) program and workload on employee performance which is mediated by work stress at PT. Sinarjaya Inti Mulya Srengsem work unit. The research method used is comparative quantitative research, where variables are measured using a Likert scale. The number of samples in this research was 70 employees of PT. Sinarjaya Inti Mulya Srengsem work unit. The data collection techniques in this research used document studies, questionnaires, and interviews. Data analysis techniques using Structural Equational Modeling (SEM) using Smart-PLS. The research results showed that the K3 Program has a positive and significant effect on employee performance, workload, and work stress has a negative and significant effect on employee performance, the K3 Program has a negative but not significant effect, workload has a positive and significant effect on work stress, the K3 Program mediated work stress does not have a significant effect on employee performance, work conditions mediated by work stress have a significant effect on employee performance.

Keywords: Occupational Safety and Health (K3) Program, Workloads, Employee Performance, Work Stress

