

# Pengaruh implementasi sistem manajemen kesehatan dan keselamatan kerja SMK 3 terhadap kinerja karyawan studi pada karyawan semi direct PT Komatsu Indonesia = The effect of implementation health and safety management system on employee performance a study on semi direct employees at PT Komatsu Indonesia

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## Abstrak

Penelitian ini bertujuan untuk menguji pengaruh Implementasi Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3) terhadap Kinerja Karyawan. Sistem Manajemen Kesehatan dan Keselamatan Kerjayang digunakan dalam penelitian ini menggunakan OHSAS 18001 dengan empat dimensi pengukuran yaitu Plan, Do, Check & Action. Kinerja Karyawandiukur dengan Dimensi Kinerja Karyawan menurut Bernadin & Russel (1993) yaitu Kualitas Kerja, Kuantitas Kerja, Ketepatan Waktu dan Efektivitas Biaya. Penelitian ini menggunakan pendekatan kuantitatif. Data penelitian dikumpulkan melalui survei dengan sampel sebanyak 90 orang karyawan semi-direct PT. Komatsu Indonesia. Untuk mengukur pengaruh variabel SMK3 terhadap variabel Kinerja Karyawan digunakan koefisien determinasi.

Hasil analisis koefisien determinasi menunjukkan bahwa 52,7% Kinerja Karyawan semi-direct PT. Komatsu Indonesia dipengaruhi oleh Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3). Pada penelitian ini ditemukan bahwa Implementasi Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3) memiliki pengaruh terhadap Kinerja Karyawan semi-direct PT. Komatsu Indonesia.

.....This study aimed to examine the effect of implementation of Health and Safety Management System on Employee Performance. OHSAS 18001 is Health and Safety Management System that used in this study by measuring four dimensions, that is Plan, Do, Check and Action. Employee Performance measured by Employee Performance Dimensions according to Bernadin & Russel (1993) that is Quality of Work, Quantity of Work, Timeliness and Cost Effectiveness. This study used quantitative approach. Data were collected through survey. Number of sample is 90 semi-direct employees of PT. Komatsu Indonesia. To measure influence of health and safety management system on Employee Performance using the coefficient of determination analysis.

The result shows that 52.7% of semi-direct Employee Performance PT. Komatsu Indonesia influenced by the Health and Safety Management System. This study found that implementation of Health and Safety Management System (SMK3) have an influence on the performance of semi-direct employees of PT. Komatsu Indonesia.