

ABSTRAK

Tingginya kasus kecelakaan kerja di industri manufaktur Indonesia, termasuk 31 insiden di PT. Cahaya Murni Borneo Timur antara September 2022 hingga Juni 2023, menegaskan urgensi peningkatan standar keselamatan kerja dan lingkungan kerja yang kondusif untuk mendukung kinerja karyawan. Penelitian ini bertujuan menganalisis pengaruh lingkungan kerja dan keselamatan kerja terhadap kinerja karyawan bagian produksi di PT. Cahaya Murni Borneo Timur. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei, populasi penelitian adalah 120 karyawan produksi, dengan sampel 55 orang yang dipilih secara acak (*random sampling*). Data dikumpulkan melalui kuesioner, serta didukung wawancara, observasi, dan dokumentasi. Analisis data meliputi uji validitas, reliabilitas, asumsi klasik, analisis regresi berganda, uji t dan uji f dan koefisien determinasi dengan bantuan SPSS versi 26. Hasil penelitian menunjukkan bahwa Lingkungan Kerja berpengaruh secara signifikan terhadap Kinerja Karyawan. Keselamatan Kerja secara signifikan berpengaruh terhadap Kinerja Karyawan. Lingkungan Kerja dan Keselamatan Kerja secara simultan berpengaruh signifikan terhadap Kinerja Karyawan

Kata Kunci : Lingkungan Kerja, Keselamatan Kerja dan Kinerja Karyawan

ABSTRACT

The high number of workplace accidents in Indonesia's manufacturing industry, including 31 incidents at PT Cahaya Murni Borneo Timur between September 2022 and June 2023, emphasizes the urgency of improving work safety standards and a conducive work environment to support employee performance. This study aims to analyze the effect of work environment and work safety on the performance of production employees at PT Cahaya Murni Borneo Timur. This research uses a quantitative approach with a survey method, the research population is 120 production employees, with a sample of 55 people selected randomly (random sampling). Data were collected through questionnaires, and supported by interviews, observation, and documentation. Data analysis includes validity, reliability, classical assumptions, multiple regression analysis, t test and f test and the coefficient of determination with the help of SPSS version 26. The results showed that the Work Environment has a significant effect on Employee Performance. Work Safety significantly affects employee performance. Work Environment and Work Safety simultaneously have a significant effect on Employee Performance.

Keywords: Work Environment, Work Safety and Employee Performance