

ABSTRAK

PENGARUH KOMPENSASI, LINGKUNGAN KERJA DAN KESELAMATAN DAN KESEHATAN KERJA TERHADAP KINERJA KARYAWAN

**(Studi Pada Karyawan Planner dan Operator Container Crane Dan
Operator Rubber Tyre Gantry PT. Pelindo III Terminal Petikemas
Semarang)**

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Tujuan penelitian ini untuk mengetahui pengaruh Kompensasi, Lingkungan Kerja serta Kesehatan dan Keselamatan Kerja terhadap kinerja karyawan Planner, Operator *Container Crane* dan Operator *Rubber Tyre Gantry*. Objek penelitian ini dilakukan di PT. Pelindo III Terminal Petikemas Semarang. Dalam penelitian ini penulis menggunakan pengambilan sample dengan teknik sampling yaitu *purposive sampling* dengan jumlah responden sebanyak 80 karyawan perusahaan. Data yang digunakan dari penelitian ini berupa data primer yang didapatkan dari penyebaran kuesioner. Teknik analisis data yang digunakan meliputi uji validitas, reabilitas, analisis regresi berganda, uji T untuk menguji dan membuktikan hipotesis penelitian. Hasil penelitian diperoleh bahwa Kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan Planner dan operator *Container Crane* dan *Rubber Tyre Gantry*. Semakin besar kompensasi yang diberikan semakin meningkat juga kinerja karyawan. Lingkungan Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Planner dan operator *Container Crane* dan *Rubber Tyre Gantry*. Semakin baik lingkungan kerja dalam perusahaan maka semakin meningkat kinerja karyawan. Kesehatan dan Keselamatan Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Planner dan operator *Container Crane* dan *Rubber Tyre Gantry*. Semakin baik keselamatan dan kesehatan kerja maka semakin meningkat kinerja karyawan.

Kata Kunci: Lingkungan Kerja, Kesehatan dan Keselamatan Kerja, Kompensasi

ABSTRACT

EFFECT OF COMPENSATION, WORK ENVIRONMENT AND WORK SAFETY AND HEALTH ON EMPLOYEE PERFORMANCE

**(Studies On Employees Of Planners And Container Crane And Rubber Tyre
Gantry Operators Of PT. Pelindo III Terminal Petikemas Semarang)**

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The purpose of this study was to determine the effect of Compensation, Work Environment and Occupational Health and Safety on the performance of employees of Planners, Container Crane Operators and Operators Rubber Tire Gantry. The object of this research was conducted at PT. Pelindo III Semarang Container Terminal. In this study the authors used sampling with a sampling technique, namely purposive sampling with a total of 80 company employees. The data used in this study are primary data obtained from questionnaires. The data analysis technique used includes validity, reliability, multiple regression analysis, T test to test and prove the research hypothesis. The results showed that compensation has a positive and significant effect on the performance of employees of Planner and operator of Container Crane and Rubber Tire Gantry. The greater the compensation given, the higher the employee's performance. The work environment has a positive and significant effect on the performance of employees of Planner and operators Container Crane and Rubber Tire Gantry. The better the work environment in the company, the more employee performance increases. Occupational Health and Safety has a positive and significant effect on the performance of Planner employees and operators Container Crane and Rubber Tire Gantry. The better the safety and health at work, the better the employee's performance.

Keywords: Work environment, occupational health and safety, compensation