

ABSTRAK

Keberhasilan suatu organisasi melaksanakan tugas dan fungsinya berhubungan erat dengan para pelaku organisasi. Sumber daya manusia mempunyai peran strategis sebagai penentu berhasil tidaknya pencapaian kinerja suatu organisasi. Manusia merupakan faktor dalam kegiatan organisasi. Penelitian ini bertujuan untuk menganalisis Pengaruh Kesehatan dan Keselamatan Kerja, Stres Kerja, dan Kepemimpinan Transaksional Terhadap Kinerja Karyawan PT Vorspan System Losinger (VSL) Indonesia. Populasi penelitian ini adalah seluruh karyawan PT Vorspan System Losinger (VSL) Indonesia yang berjumlah 37 orang, yang semuanya dijadikan sampel. Penelitian ini menggunakan sampel jenuh. Pengambilan data dilakukan dengan cara menyebarkan kuisioner penelitian kepada responden dilokasi penelitian. Data yang diperoleh dianalisis menggunakan *Partial Least Squares*. Hasil penelitian menunjukkan bahwa Kesehatan dan Keselamatan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT Vorspan System Losinger (VSL) Indonesia. Stres Kerja tidak berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT Vorspan System Losinger (VSL) Indonesia. Kepemimpinan Transaksional tidak berpengaruh teradap Kinerja Karyawan PT Vorspan System Losinger (VSL) Indonesia.

Kata kunci : Kesehatan dan Keselamatan Kerja, Stres Kerja, Kepemimpinan Transaksional, Kinerja Karyawan

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ABSTRACT

The success of an organization performs its duties and functions closely related to the actors of the organization. Human resources have a strategic role as a determinant of the success or achievement of an organization's performance. Humans are a factor in organizational activities. This study aims to analyze the Effect of Occupational Health and Safety, Job Stress, and Transactional Leadership on Employee Performance PT Vorspan System Losinger (VSL) Indonesia. The population of this study were all employees of PT Vorspan System Losinger (VSL) Indonesia, which amounted to 37 people, all of which were sampled. This study used a saturated sample. Data were collected by distributing research questionnaires to the respondents in the research location. The data obtained were analyzed using Partial Least Squares. The results showed that Health and Safety have positive and significant impact on Employee Performance of PT Vorspan System Losinger (VSL) Indonesia. Job Stress does not have a positive and significant effect on Employee Performance PT Vorspan System Losinger (VSL) Indonesia. Transactional leadership has no effect on Employee Performance PT Vorspan System Losinger (VSL) Indonesia.

Keywords: *Occupational Health and Safety, Job Stress, Transactional Leadership, Employee Performance*

