

ABSTRAK

Penelitian ini bertujuan untuk mengkaji keterkaitan hubungan antara kesehatan kerja, keselamatan kerja, stres kerja dan produktivitas kerja. Metode yang digunakan adalah metode kuantitatif dengan pendekatan studi kausal. Populasi Penelitian adalah seluruh *Air Traffic Controllers* Cabang JATSC, Cabang Surabaya, dan Cabang Sentani sebanyak 556 karyawan. Sampel yang digunakan sebanyak 233 *Air Traffic Controllers* yang dipilih menggunakan teknik purposive sampling. Data diambil dengan menyebarkan kuesioner yang selanjutnya dianalisis menggunakan teknik Structural Equation Modelling (SEM). Hasil penelitian menunjukkan bahwa Kesehatan kerja berpengaruh tapi tidak signifikan terhadap produktivitas kerja, namun kesehatan kerja berpengaruh negatif signifikan terhadap stres kerja dan keselamatan kerja. Stres kerja berpengaruh negatif signifikan terhadap produktivitas kerja, artinya semakin rendah nilai stres kerja maka produktivitas kerja akan semakin tinggi atau meningkat, begitupun sebaliknya. Keselamatan kerja berpengaruh negatif signifikan terhadap stres kerja dan juga produktivitas kerja. Dari hasil penelitian tersebut Perum LPPNPI peneliti menyarankan agar Perum LPPNPI mengevaluasi kembali terhadap kompensasi yang awalnya hanya berdasarkan indikator total pergerakan pesawat, diharapkan indikator lainnya seperti lokasi kerja, layout bandar udara, serta prosedur penerbangan dapat menjadi pertimbangan dalam pemberian kompensasi terhadap *Air Traffic Controllers* , sehingga mempunyai pengaruh yang kuat dalam mempengaruhi variabel kesehatan kerja, keselamatan kerja dan stres kerja.

Kata kunci: Kesehatan Kerja, Keselamatan Kerja, Stress Kerja, Produktivitas Kerja.

ABSTRACT

This research aims to examine the relationship between occupational health and safety, work stress and work productivity. The method used is a quantitative method with a causal study approach. The population research all Air Traffic Controllers at the Branch JATSC, Surabaya and Sentani was 556 Air Traffic Controllers. The sample used was 233 Air Traffic Controllers, which were selected by using purposive sampling technique. The data for the study were obtained from questionnaires and then analyzed using Structural Equation Modelling (SEM) technique. The results found out that occupational health had no significant effect on work productivity, but had a significant negative effect on work stress and work safety. Work stress has a significant negative effect on work productivity, which means that the lower level work stress, work productivity will be increasing, and vice versa. Work safety has a significant negative effect on work stress and also work productivity. From the results of the research, Perum LPPNPI is advised to increase work productivity by reducing work stress levels. Perum LPPNPI re-evaluated the compensation which was initially only based on indicators of total aircraft movement, it is hoped that other indicators such as work locations, airport layouts, and flight procedures can be considered in providing compensation to Air Traffic Controllers, so that they have a strong influence in influencing occupational health variables, work safety and work stress.

Keywords: Occupational Health, Occupational Safety, Work Stress, Work Productivity.