

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi dan lingkungan kerja terhadap keselamatan dan kesehatan kerja (K3) karyawan dengan motivasi kerja sebagai variabel mediasi pada PT Manunggal Jaya Makmur. Populasi dari penelitian ini adalah seluruh karyawan, dengan jumlah sampel sebanyak 50 orang karyawan. Metode analisis data menggunakan *Structural Equation Model-Partial Least Square (SEM-PLS)*. Berdasarkan hasil penelitian dan pembahasan dapat disimpulkan bahwa budaya organisasi berpengaruh positif dan signifikan terhadap K3, yang berarti budaya organisasi dalam kesadaran diri memberikan dampak pada peningkatan K3. Budaya organisasi berpengaruh positif dan signifikan terhadap motivasi kerja, yang berarti budaya organisasi yang baik akan meningkatkan motivasi karyawan. Lingkungan kerja berpengaruh positif dan signifikan terhadap K3, yang berarti lingkungan kerja dalam hubungan antar karyawan yaitu kerjasama antar karyawan memberikan dampak pada peningkatan K3. Lingkungan kerja berpengaruh positif dan signifikan terhadap motivasi kerja, yang berarti lingkungan kerja yang baik akan mempengaruhi motivasi kerja karyawan. Motivasi kerja memberikan dampak pada peningkatan K3 secara signifikan. Budaya organisasi yang baik akan meningkatkan motivasi kerja dan K3 secara signifikan. Lingkungan kerja yang harmonis akan meningkatkan motivasi kerja dan K3 secara signifikan.

Kata Kunci : Budaya Organisasi, Lingkungan Kerja, Keselamatan dan Kesehatan Kerja (K3) dan Motivasi Kerja

ABSTRACT

This study aims to analyze the influence of organizational culture and work environment on occupational safety and health of employees with work motivation as a mediating variable at PT Manunggal Jaya Makmur. The population of this study are all employees, with a total sample of 50 employees. The data analysis method uses the Structural Equation Model-Partial Least Square (SEM-PLS). Based on the results of the research and discussion, it can be concluded that organizational culture has a positive and significant effect on occupational safety and health of employees, which means that organizational culture in self-awareness has an impact on improving occupational safety and health of employees. Organizational culture has a positive and significant effect on work motivation, which means a good organizational culture will increase employee motivation. The work environment has a positive and significant effect on occupational safety and health of employees, which means that the work environment in relations between employees, namely cooperation between employees, has an impact on improving occupational safety and health of employees. The work environment has a positive and significant effect on work motivation, which means a good work environment will affect employee work motivation. Work motivation has an impact on significantly increasing occupational safety and health of employees. A good organizational culture will significantly increase work motivation and occupational safety and health of employees. A harmonious work environment will significantly increase work motivation and occupational safety and health of employees.

Keywords: Organizational Culture, Work Environment, Occupational Safety and Health and Work Motivation