

**Gambaran *Training Online EHS (Environment, Health, And Safety)*  
Awareness Untuk Meningkatkan Kinerja Karyawan Di PT. X**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui gambaran *training online EHS (Environment, Health, and Safety) Awareness* dalam meningkatkan kinerja karyawan di PT. X. Kinerja merupakan hasil yang dicapai karyawan secara kualitas dan kuantitas dalam melakukan pekerjaannya dan bertanggung jawab kepada suatu organisasi tersebut bersifat komersial dan nonkomersial. Penelitian ini menggunakan metode kualitatif dengan pendekatan fenomenologi. Subjek penelitian sebanyak 5 orang peserta *training online EHS awareness* di PT. X. Pengambilan data yang digunakan adalah wawancara dan observasi secara online. Dalam penelitian ini *Significant other* juga diperlukan untuk mengetahui keabsahan data. Berdasarkan hasil penelitian menunjukkan bahwa *training EHS awareness* pada karyawan divisi janitor dan produksi berdampak signifikan dan sangat membantu meningkatkan kinerja dan mengarah kepada aspek kualitas, kuantitas, kehandalan (kemampuan kerja dan K3) dan sikap. Sedangkan pada karyawan area *office* kurang berdampak dalam meningkatkan kinerja namun lebih kepada aspek kualitas (disiplin kerja) dan sikap (motivasi) dalam bekerja.

**Kata Kunci:** *Training online EHS Awareness, Kinerja Karyawan*

## **ABSTRACT**

*This research aims to determine the description of EHS (Environment, Health, and Safety) Awareness online training in improving employee performance at PT. X. Performance is the result achieved by employees in terms of quality and quantity in carrying out their work and is responsible for an organization that is profit oriented and non-profit oriented. This research uses a qualitative method with a phenomenological approach. The research subjects were 5 participants in the EHS awareness online training at PT. X. Data collection used was online interviews and observations. In this research, significant others are also needed to determine the validity of the data. Based on the research results, it shows that EHS awareness training for employees in the janitorial and production divisions has a significant impact and really helps improve performance and leads to aspects of quality, quantity, reliability (work ability and K3) and attitude. Meanwhile, office area employees have less impact on improving performance but more on aspects of quality (work discipline) and attitude (motivation) in work.*

**Keywords:** *EHS Awareness Online Training, Employee Performance*

