

ABSTRAK

DTM Al-Azhari Solahuddin, 71190312079. “Pengaruh Gaji dan Keselamatan Kesehatan Kerja Terhadap Produktivitas Kerja Karyawan PTPN V Perkebunan Kelapa Sawit Tanjung Medan Kecamatan Pujud Rokan Hilir”. Skripsi 2023. Pembimbing I Hj. Iriani, S.E., M.Si, Pembimbing II M.Tahir, S.E., MM

Permasalahan dalam penelitian ini adalah Gaji yang masih dibawah Upah Minimum Regional (UMKR), kurangnya kesadaran seseorang PTPN V perkebunan kelapa sawit Tanjung Medan Kec. Pujud Rokan Hilir. Jenis penelitian ini menggunakan penelitian kuantitatif. Populasi dalam penelitian ini adalah sebanyak 153 karyawan dengan sampel sebanyak 153 karyawan. Melalui bantuan program pengolahan data SPSS Versi 22 *for windows*. Analisis data menggunakan regresi linear berganda, maka didapati hasil sebagai berikut: Hasil uji parsial (uji t) pada variabel gaji sebesar $t_{hitung} 3.109 > t_{tabel} 2.0129$ yang artinya terdapat pengaruh positif dan signifikan terhadap produktivitas kerja karyawan PTPN V Perkebunan kelapa sawit. sedangkan untuk variabel keselamatan Kesehatan kerja hasil uji farsial (uji t) sebesar $t_{hitung} 1.936 > t_{tabel} 2.0129$ Sig. $0.00 > 0.05$ artinya terdapat pengaruh keselamatan Kesehatan kerja terhadap kinerja karyawan PTPN V Perkebunan kelapa sawit. Berdasarkan hasil uji simultan diperoleh nilai F_{hitung} sebesar 15.108 sedangkan F_{tabel} sebesar 2.81 ($15.108 > 0.05$) sedangkan tingkat signifikan lebih kecil dari 0.05 yaitu ($0.00 < 0.05$) yang artinya terdapat pengaruh positif yang signifikan antara pengaruh gaji dan keselamatan Kesehatan kerja terhadap produktivitas kerja karyawan. Berdasarkan uji koefisien determinasi diperoleh nilai $R Square$ 0.496 (49.6%). Hal tersebut memiliki arti bahwa kemampuan variabel independent dalam penelitian ini mempengaruhi variabel dependen sebesar 49.6% sedangkan sisanya sebesar 50.4% dapat dijelaskan oleh variabel lain selain variabel independen.

Kata Kunci: Gaji, Keselamatan Kesehatan Kerja, Kinerja Karyawan.

ABSTRACT

DTM Al-Azhari Solahuddin, 71190312079. “The Influence of Occupational Health Salary and Safety on Employee Performance of PTPN V Palm Oil Plantation Tanjung Medan Pujud Rokan Hilir District”. Skripsi, 2023. Mentor I Hj. Iriani, S.E., M.Si, Mentor II M.Tahir, S.E., MM

The problem in this research is the salary that is still below the Regional Minimum Wage (UMKR), the lack of awareness of PTPN V oil palm plantations in Tanjung Medan, Kec. Pujud Rokan Hilir. This type of research uses quantitative research. The population in this study were 153 employees with a sample of 153 employees. Formula with the help of the SPSS Version 22 data processing program for windows. Data analysis used multiple linear regression, the following results were found: The results of the partial test (t test) on the salary variable are t-count 3.109 > t-table 2.0129, which means that there is a positive and significant influence on PTPN V oil palm plantation employee performance, while for the yield incentive variable partial test (t test) of tcount 1.936 > ttable 2.0129 Sig. 0.00 > 0.05 means that there is an influence of occupational health safety on the performance of PTPN V oil palm plantation employees. Based on the results of the simultaneous test, the Fcount value is 15.108 while the Ftable is 2.81 (15.108 > 0.05) while the significant level is less than 0.05, namely (0.00 < 0.05), which means that there is a significant positive effect between the effect of salary and occupational health safety on employee performance. Based on the test of the coefficient of determination, the value of Adjusted R Square is 0.496 (49.6%). This means that the ability of the independent variable in this study affects the dependent variable by 49.6% while the remaining 50.4% can be explained by variables other than the independent variable.

Keywords: Salary, Occupational Health Safety, Employee Performance.