

ABSTRACT

PT. XYZ is one of the plywood production companies located on Purbalingga, Central Java. PT. XYZ was founded in 2005. Employee performance is one of the important aspects in a company. Many factors that can affect employee performance include K3, work environment, and work shifts. Efforts to improve performance in order to become a qualified employee and work well, then PT. XYZ needs to pay attention to K3, work environment, and work shifts. This study aims to obtain the influence of K3, work environment, and work shifts on the performance of employees in the production department of PT. XYZ. The data used is primary data obtained from the answers of 171 respondents using questionnaires and processing their data using the multiple linear regression method. The instrument test results concluded that all questions of K3 variables, work environment, work shifts, employee performance are valid and reliable as data collection tools. The results of data analysis using multiple linear regression, the equation was obtained, namely $Y = 8.535 + 0.281X_1 + 0.191 X_2 + 0.393X_3 + e$ from these results showing that K3, work environment, and work shifts have a positive and significant effect on the performance of employees of PT. XYZ with Adjusted R Square of 0.270 (27%) while the remaining 0.73 (73%) was influenced by other variables not studied.

Keywords: OHS, Employee Performance, Work Environment, PT. XYZ, Shift Work.