

## ABSTRAK

Kinerja karyawan harus selalu menjadi perhatian bagi seorang pemimpin, karena kinerja karyawan akan berpengaruh terhadap kinerja perusahaan. Penelitian ini berjudul "Pengaruh Keselamatan dan Kesehatan Kerja (K3), Gaya Kepemimpinan dan Loyalitas Kerja Terhadap Kinerja Karyawan Bagian *Art Designer & Packaging* Divisi Maxim PT. Maspion Unit I Sidoarjo". Sampel dalam penelitian sebanyak 30 responden dengan jumlah populasi 30 responden menggunakan teknik sampling sensus atau sampling jenuh. Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh keselamatan dan kesehatan kerja (K3), gaya kepemimpinan dan loyalitas kerja terhadap kinerja karyawan Bagian *Art Designer & Packaging* Divisi Maxim PT. Maspion Unit I Sidoarjo. Jenis penelitian ini merupakan penelitian kuantitatif, penelitian ini telah lulus Uji Validitas, Uji Reliabilitas, Uji Normalitas, Uji Heteroskedastisitas dan Uji Multikolinearitas. Dengan menggunakan metode Analisis Regresi Berganda diperoleh persamaan  $Y = 1,375 + 0,305 X_1 + 0,300 X_2 + 0,349 X_3$ . Nilai Koefisien Determinasi (Adjusted R Square) sebesar 0,940 atau 94 % artinya kontribusi (sumbangsih) variabel bebas yaitu keselamatan dan kesehatan kerja, gaya kepemimpinan dan loyalitas kerja terhadap variabel kinerja karyawan sebesar 94 %. Sedangkan sisanya  $100 \% - 94 \% = 6 \%$  merupakan kontribusi pengaruh variabel-variabel lain yang tidak ikut dalam penelitian ini. Kesimpulan dalam penelitian ini adalah: 1. Keselamatan dan kesehatan kerja (K3) berpengaruh signifikan dan positif terhadap Bagian *Art Designer & Packaging* Divisi Maxim PT. Maspion Unit I Sidoarjo. 2. Gaya kepemimpinan berpengaruh signifikan dan positif terhadap Bagian *Art Designer & Packaging* Divisi Maxim PT. Maspion Unit I Sidoarjo. 3. Loyalitas kerja secara berpengaruh signifikan dan positif terhadap Bagian *Art Designer & Packaging* Divisi Maxim PT. Maspion Unit I Sidoarjo. 4. Keselamatan dan kesehatan kerja (K3), gaya kepemimpinan, dan loyalitas kerja secara simultan berpengaruh signifikan dan positif terhadap kinerja karyawan Bagian *Art Designer & Packaging* Divisi Maxim PT. Maspion Unit I Sidoarjo.

**Kata Kunci:** *Keselamatan Dan Kesehatan Kerja (K3), Gaya Kepemimpinan, Loyalitas Kerja, Kinerja.*

## ABSTRACT

*Employee performance should always be a concern for a leader, because employee performance will affect the company's performance. The title of this research is "The Influence of Occupational Safety and Health , Leadership Style and Work Loyalty on Employee Performance in the Art Designer & Packaging Division of the Maxim Division of PT. Maspion Unit I Sidoarjo". The sample in the study was 30 respondents with a population of 30 respondents using census sampling or saturated sampling. The purpose of this study was to determine and analyze the effect of Occupational Safety and Health , Leadership Style and Work Loyalty on the Performance of the Employees of the Art Designer & Packaging Division of the Maxim Division of PT. Maspion Unit I Sidoarjo. This type of research is a quantitative research, this research has passed the Validity Test, Reliability Test, Normality Test, Heteroscedasticity Test and Multicollinearity Test. By using the Multiple Regression Analysis method, the equation  $Y = 1.375 + 0.305 X_1 + 0.300 X_2 + 0.349 X_3$  is obtained. The value of the Coefficient of Determination (Adjusted R Square) of 0.940 or 94% means that the contribution of the independent variables, namely occupational safety and health, leadership style and work loyalty to employee performance variables is 94%. While the remaining  $100\% - 94\% = 6\%$  is the contribution of the influence of other variables that are not involved in this research. The conclusions in this study are: 1. Occupational Safety and Health has a significant and positive effect on the Art Designer & Packaging Section of the Maxim Division of PT. Maspion Unit I Sidoarjo. 2. Leadership Style has a significant and positive effect on the Art Designer & Packaging Division of the Maxim Division of PT. Maspion Unit I Sidoarjo. 3. Work loyalty has a significant and positive effect on the Art Designer & Packaging Division of the Maxim Division of PT. Maspion Unit I Sidoarjo. 4. Occupational Safety and Health , Leadership Style, and Work Loyalty simultaneously have a significant and positive effect on Employee Performance in the Art Designer & Packaging Division of the Maxim Division of PT. Maspion Unit I Sidoarjo.*

**Keywords : Occupational Safety and Health, Leadership Style, Work Loyalty, Performance.**