

ABSTRAKSI

Tujuan dilakukan penelitian untuk menganalisis pengaruh komitmen organisasi,keselamatan kerja,kesehatan kerja terhadap motivasi kerja.Dan untuk menganalisis pengaruh komitmen organisasi,keselamatan kerja,kesehatan kerja dan motivasi kerja terhadap kinerja karyawan.

Sampel dalam penelitian ini sebesar 93 karyawan bagian produksi PT. Nyonya Meneer Semarang. Pengambilan sampel dilakukan dengan menggunakan teknik *accidentalsampling* yaitu pengambilan sampel berdasarkan kebetulan kepada karyawan bagian produksi PT. Nyonya Meneer Semarang yang ditemui ketika pelaksanaan penelitian.. Metode analisis data menggunakan regresi linier berganda.

Hasil pengolahan dapat disimpulkan bahwa (1) komitmen organisasi,keselamatan kerja dan kesehatan kerja secara parsial berpengaruh positif dan signifikan terhadap motivasi kerja, (2) pengaruh tidak langsung komitmen organisasi terhadap kinerja melalui motivasi kerja lebih rendah dibandingkan pengaruh langsung komitmen organisasi terhadap kinerja artinya motivasi kerja tidak mampu memediasi pengaruh komitmen organisasi terhadap kinerja, (3) pengaruh tidak langsung keselamatan kerja terhadap kinerja melalui motivasi kerja lebih tinggi dibandingkan pengaruh langsung keselamatan kerja terhadap kinerjaartinya motivasi kerja mampu memediasi pengaruh keselamatan kerja terhadap kinerja, (4) pengaruh tidak langsung kesehatan kerja terhadap kinerja melalui motivasi kerja lebih rendah dibandingkan pengaruh langsung kesehatan kerja terhadap kinerjaartinya motivasi kerja tidak mampu memediasi pengaruh kesehatan kerja terhadap kinerja.

Kata Kunci: komitmen organisasi,keselamatan kerja,kesehatan kerja terhadap motivasi kerja, dan kinerja karyawan

ABSTRACT

The purpose of the study to analyze the influence of organizational commitment, occupational safety, occupational health on work motivation. And to analyze the influence of organizational commitment, occupational safety, occupational health and work motivation on employee performance.

The sample in this study amounted to 93 production employees of PT. NyonyaMeneer Semarang. Sampling was done by using accidental sampling technique is sampling based on coincidence to the production employees of PT. NyonyaMeneer Semarang encountered when conducting research .. Methods of data analysis using multiple linear regression.

Processing results can be concluded that (1) organizational commitment, occupational safety and health partially positive and significant effect on work motivation, (2) the indirect effect of organizational commitment on performance through work motivation is lower than the direct effect of organizational commitment on performance means of motivation work is not able to mediate the effect of organizational commitment on performance, (3) the indirect influence safety on performance through employee motivation is higher than the direct influence safety on performance means that work motivation is able to mediate the effect of safety to performance, (4) the indirect influence health work on performance through work motivation is lower than a direct influence on the performance of occupational health means work motivation is not able to mediate the effect of health on performance.

Keywords: organizational commitment, occupational safety, occupational health on work motivation, and employee performance