

INTISARI

Latar belakang: Penerapan K3 pada PT. Virtue Dragon Nickel Industri secara internal masih belum diketahui secara pasti. Aturan-aturan K3 dirasakan masih belum berjalan secara efektif sebagaimana yang dirasakan oleh para pekerja, ketidak patuhan penggunaan APD, merokok, melepas pakaian, posisi kerja yang tidak ergonomis, pekerjaan terburu-buru tidak mengindahkan prosedur, adanya kebisingan, kebocoran gas, dan suhu panas. Sehingga rasa aman dalam bekerja belum benar-benar dirasakan oleh pekerja.

Tujuan: Untuk mengetahui hubungan perilaku pekerja, prosedur kerja, dan lingkungan kerja dengan motivasi selamat di PT Virtue Dragon Nickel Industri Konawe Sulawesi Tenggara.

Metode: Penelitian ini merupakan penelitian kuantitatif dengan rancangan *cross sectional*. Sampel dalam penelitian ini diambil dengan menggunakan metode *total sampling* pada unit produksi sebanyak 88 sampel. Data dianalisis menggunakan uji *correlation product moment* dan *multiple regression*.

Hasil: Hasil penelitian di PT. Virtue Dragon Nickel Industri di Kabupaten Konawe menunjukkan bahwa ada hubungan yang signifikan antara perilaku pekerja dengan motivasi selamat. Ada hubungan yang signifikan antara prosedur kerja dengan motivasi selamat. Tidak ada hubungan yang signifikan antara lingkungan kerja dengan motivasi selamat.

Kesimpulan: Ada hubungan yang signifikan secara bersama-sama antara perilaku pekerja dan prosedur kerja dengan motivasi selamat di PT. Virtue Dragon Nickel Industri di Kabupaten Konawe.

Kata Kunci: Perilaku Kerja, Prosedur Kerja, Lingkungan Kerja, Motivasi Selamat.

ABSTRACT

Background: Achievement of K3 at PT. Virtue Dragon Nickel Industry internally is still not known for sure. Occupational Health and Safety (OHS) rules are still not operating effectively as perceived by workers, non-adherence to use of PPE, smoking, removing clothing, ergonomic working positions, hasty jobs ignoring procedures, noise, gas leaks, and hot temperatures . So the sense of security in work has not really felt by workers.

Objective: To know the correlation between worker behavior, work procedure, and work environment with safety motivation in PT Virtue Dragon Nickel Industri Konawe

Method: This research is a quantitative research with cross sectional design. The sample in this study was taken by using the total sampling method on the production unit of 88 samples. Data were analyzed using correlation product moment and multiple regression test.

Result: Result of research at PT. Virtue Dragon Nickel Industries in Konawe Southeast Sulawesi indicate that there is a significant relationship between worker behavior and safety motivation. There is a significant relationship between working procedures and safety motivation. There is no significant relationship between work environment and safety motivation.

Conclusion: There is a significant correlation between worker's behavior and work procedure with safety motivation at PT. Virtue Dragon Nickel Industries in Konawe.

Key Words: *Work Behavior, Work Procedures, Work Environment, Safety Motivation.*