

***The Effect of the Application of Occupational Safety and Health, and Work Environment on Employee Productivity of the Rubber Processing Division
(Case Study PTPN XII Kebun Mumbul in Jember)***

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ABSTRACT

PTPN XII Mumbul Plantation is a company working in the field of natural rubber processing. PTPN XII Mumbul Plantation has been producing rubber in RSS I and RSS II types with well-maintained quality standards. There are various big risks that interfere the occupational safety and health of employee. This study aims to analyze the effect of applying occupational safety (X1) and health (X2) and work environment (X3) on employee productivity (Y) simultaneously and partially, to understand which variable is the most dominant to influence the employee productivity (Y) in PTPN XII Mumbul Plantation. The data collection methods including surveys by distributing questionnaires, interviews, and observations, with a total of 22 respondents. This study used multiple linear regression analysis technique, coefficient of determination analysis, F test and t test. The results of this research indicate that: (1) Occupational Safety (X1), Occupational Health (X2) and Work Environment (X3) simultaneously has a significant effect on Work Productivity (Y);(2) Occupational Safety (X1) partially has an insignificant effect on Work Productivity (Y), Occupational Health (X2) and Work Environment (X3) partially has a significant effect on Work Productivity (Y);(3) The variable that has a dominant effect on Work Productivity is the Work Environment (X3).

Keywords: *Occupational Safety, Occupational Health, Work Environment, PTPN XII Mumbul Plantation*