

ABSTRAK

Penelitian ini mengkaji dampak pelatihan Keselamatan terhadap kinerja karyawan, dengan budaya keselamatan sebagai variabel mediasi di Pertamina Hulu Energi (PHE) Jambi Merang. Tujuan penelitian ini adalah untuk menentukan: (1) pengaruh langsung pelatihan Keselamatan terhadap kinerja karyawan, (2) dampak budaya keselamatan terhadap kinerja karyawan, dan (3) efek mediasi budaya keselamatan pada hubungan antara pelatihan Keselamatan dan kinerja karyawan. Objek penelitian terdiri dari karyawan PHE Jambi Merang, sebuah perusahaan di sektor minyak dan gas yang memiliki risiko kecelakaan kerja yang tinggi. Populasi mencakup 70 karyawan, di mana seluruhnya dipilih sebagai peserta penelitian menggunakan teknik total sampling. Alat analisis yang digunakan dalam penelitian ini adalah Structural Equation Modeling (SEM), yang diproses melalui perangkat lunak SmartPLS, untuk menilai hubungan antara pelatihan Keselamatan, budaya keselamatan, dan kinerja karyawan. Hasil penelitian ini diharapkan memberikan wawasan berharga dalam meningkatkan efektivitas program pelatihan keselamatan dan meningkatkan kinerja karyawan melalui penguatan budaya keselamatan.

Kata Kunci: Pelatihan Keselamatan, Kinerja Karyawan, Budaya Keselamatan, Minyak dan Gas

ABSTRACT

This study examines the impact of Safety training on employee performance, with safety culture as a mediating variable at Pertamina Hulu Energi (PHE) Jambi Merang. The objectives of the research are to determine: (1) the direct effect of Safety training on employee performance, (2) the impact of safety culture on employee performance, and (3) the mediating effect of safety culture on the relationship between Safety training and employee performance. The research object consists of employees of PHE Jambi Merang, a company in the oil and gas sector with a high risk of workplace accidents. The population includes 70 employees, all of whom were selected as research participants using a total sampling technique. The analysis tool used in this study is Structural Equation Modeling (SEM), processed through SmartPLS software, to assess the relationship between Safety training, safety culture, and employee performance. The results are expected to provide valuable insights into improving the effectiveness of safety training programs and enhancing employee performance through strengthening the safety culture.

Keywords: Safety Training, Employee Performance, Safety Culture, Oil and Gas