

ABSTRAK

Penelitian ini dilakukan di PT Pakoakuina Motorcycle. Penelitian ini terdiri dari variabel independen yaitu keselamatan kesehatan kerja (K3) dan disiplin kerja, variabel dependen yaitu *Organizational citizenship behavior*. Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh keselamatan kesehatan kerja (K3) dan disiplin kerja terhadap *Organizational citizenship behavior* pada karyawan bagian machining dan HT-Shotblast PT Pakoakuina Motorcycle baik secara parsial maupun simultan. Adapun latar belakang penelitian ini, peneliti menemukan fenomena kurang maksimalnya *Organizational citizenship behavior* pegawai yang diduga akibat keselamatan kesehatan kerja (K3) dan disiplin kerja yang masih rendah.

Penelitian ini merupakan penelitian studi kasus dengan metode penelitian yaitu metode kuantitatif. Sumber data yang digunakan dalam penelitian adalah sumber data primer dan sumber data sekunder. Teknik pengumpulan data primer diperoleh dari hasil wawancara dan kuesioner, sedangkan data sekunder diperoleh dari studi kepustakaan (buku referensi, jurnal dan penelitian sebelumnya) dan dokumentasi yaitu mengutip langsung profil perusahaan. Dalam penentuan sampel digunakan teknik *non probability sampling* yaitu sampling jenuh, sehingga didapatkan 125 orang responden (karyawan bagian Machining dan HT-Shotblast PT Pakoakuina Motorcycle). Metode analisis data yang digunakan adalah uji validitas, uji reliabilitas dan teknik analisis path (analisis jalur) dengan pendekatan statistik yang dioperasikan melalui program SPSS 23.

Hasil penelitian yang dilakukan menunjukkan bahwa terdapat hubungan antara Keselamatan dan kesehatan kerja dengan disiplin kerja. Hasil uji secara parsial keselamatan kesehatan kerja berpengaruh signifikan terhadap *Organizational citizenship behavior*. Hasil uji parsial disiplin kerja berpengaruh terhadap *Organizational citizenship behavior*. Sedangkan untuk uji simultan keselamatan kesehatan kerja dan disiplin kerja berpengaruh signifikan terhadap *Organizational citizenship behavior*.

Kata kunci : Keselamatan Kesehatan Kerja (K3), Disiplin Kerja dan *Organizational citizenship behaviour*

ABSTRACT

This research was conducted at PT Pakoakuina Motorcycle. This study consists of independent variables namely occupational health safety (K3) and work discipline, the dependent variable is Organizational citizenship behavior. This study aims to determine whether there is an effect of occupational health safety (K3) and work discipline on Organizational citizenship behavior in PT Pakoakuina Motorcycle's machining and HT-Shotblast section employees both partially and simultaneously. As for the background of this research, the researchers found the phenomenon of less than optimal Organizational citizenship behavior of employees suspected of due to occupational health safety (K3) and work discipline that was still low.

This research is a case study research with research methods namely quantitative methods. The data sources used in the study are primary data sources and secondary data sources. Primary data collection techniques were obtained from interviews and questionnaires, while secondary data were obtained from library studies (reference books, journals and previous research) and documentation, namely quoting direct company profiles. In determining the sample used non-probability sampling technique that is saturated sampling, so that there were 125 respondents (employees of PT Pakoakuina Motorcycle Machining and HT-Shotblast). The data analysis method used is validity test, reliability test and path analysis technique (path analysis) with a statistical approach operated through the SPSS 23 program.

The results of the research conducted indicate that there is a relationship between occupational safety and health and work discipline. Partial test results of occupational health safety have a significant effect on Organizational citizenship behavior. The partial test results of work discipline affect the Organizational Citizenship Behavior. Whereas for the simultaneous test of occupational health safety and work discipline has a significant effect on Organizational citizenship behavior.

Keywords: Occupational Health Safety (K3), Work Discipline and Organizational Citizenship Behavior