

# UNIVERSITAS INTERNASIONAL BATAM

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Undergraduate Thesis  
Civil Engineering  
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## ANALYSIS OF FACTORS AFFECTING EMPLOYEE PERFORMANCE IN GRAND BATAM MALL DEVELOPMENT PROJECTS

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### Abstract

Occupational accident is an event that occurs due to lack of awareness of workers to their safety and also can occur due to lack of attention from the company with the procurement of safety management system, considering that in Indonesia accidents are still a serious problem that often occurs in the realm of Indonesia's construction work. The adverse effects of work accidents include financial losses and the cutting-off of a project's work.

Employee performance may be affected by several aspects such as health and safety and procurement. Safety management system, within the employee project environment is an important asset for the company because it is the employees who run the job progress, therefore the company needs to pay attention to the employees in order to always be in a condition that good and avoid work accidents. The study was conducted using a questionnaire approach with a population level of 300 workers and by taking sample data of 80 people. The data collected is then processed using the help of Smart PLS Software.

Based on the result of research identification, it can be concluded that the work Health ( $X_1$ ) has a significant effect on employee performance, work Safety ( $X_2$ ) has significant effect on employee performance, safety management system ( $X_3$ ) has significant effect on employee performance. R-Square value obtained for 0.585 this proves that the employee's performance is influenced by work safety, occupational health and safety management system by 58% while for the remaining 42% influenced by the other factor.

Keyword: *Safety, Occupational Health, Employee Performance, Safety Management System*