

ABSTRACT

The research aims to explain variables of Employee Safety on employee performance in the delivery service section of PT. Pos Indonesia (Persero) Bandung. The method that used in this research is descriptive quantitative and causal method by conducting interviews and using a questionnaires as data collection tools that is distributed to 360 employees of the delivery service section at PT. Pos Indonesia (Persero) Bandung. Analysis of the data in this research using descriptive analysis techniques and statistical analysis.

Descriptive statistical analysis of the result showed that employee perception on work safety at PT. Pos Indonesia (Persero) Bandung is included in the high category and application of safety at PT. Pos Indonesia (Persero) Bandung has good and according to the needs of employees with the percentage of total responses of respondents to safety variables that include: individual, SMK3, and K3 leadership that is 80.6% which is in the classification 68.1% - 84%.

Employee performance at PT. Pos Indonesia (Persero) Bandung as a whole is included in the high category by covering aspects: Quality, Quantity, Timeliness, Cost effectiveness, Need for supervision, Interpersonal impact that is equal to 81.9% which is in the classification 68.1% - 84%. Work safety has a significant influence on the performance of employees with a magnitude of influence of 27.1%, while the rest of 72.9% employee performance can be explained by other variables not examined in this study such as: leadership style, organizational culture, motivation, compensation, and other variables that affect performance.

Keywords: *Employee Safety, Employee Performance, PT. Pos Indonesia (Persero) Kota Bandung.*