ABSTRACT

PT. XYZ is one of the companies engaged in the textile industry with Domestic Investment (PMDN) status that produces Pet Chips, Staple Fiber as raw materials for making garments. The Fiber Department is a department that experiences work accidents that often occur among other departments. The Fiber Department produces yarn from the initial stage of production to the final stage of production. The number of work accidents at PT XYZ at the fiber department in 2019 reached five cases while in 2020 it reached eight cases of work accidents. The causes of work accidents that often occur in the fiber department are due to human error, not complying with standard operating procedures (SOP), lack of supervision from the health safety environment (HSE) department.

The root of the problem that occurred in the fiber department at PT. XYZ, namely the lack of awareness of K3 and lack of supervision from the health safety and environment (HSE) department, the completion of this final project research using Herzberg's theoretical approach (two-factor theory) explains that there are two factors, namely intrinsic factors (motivator factors) and extrinsic factors (hygiene factors). Employees will only be motivated to do their jobs optimally if they are satisfied with their work. The method for data processing used is the analytical hierarchy process (AHP). The results of data processing are that there are three factors that strongly encourage work motivation while being more concerned with K3 awareness, namely recognition, salary and achievement. There are two types of proposals for problems in this final project, namely a reward and punishment system based on employee profiling and an OHS awareness evaluation assessment instrument. To design an OHS awareness evaluation assessment instrument in accordance with employee performance criteria. There are three criteria for a good employee performance evaluation system, namely fairness (fairly), objectively, and transparently. The reward and punishment system is designed based on employees' perceptions of the most encouraging factors to implement OHS awareness. The new reward and punishment system is based on three factors, namely a combination of salary, recognition and achievement. Proposals for a reward system should include both intrinsic and extrinsic rewards. The two proposals are expected to reduce the

number of work accidents caused by human error, lack of supervision, not following SOP and increasing K3 awareness in the awareness of each individual.