

ABSTRAK

Sukron Hidayat. 2021. Skripsi. **Analisis Pengaruh Audit Manajemen Sumber Daya Manusia Dan *Healthy Safety Environment* Terhadap Kinerja Karyawan Pada Bagian Produksi PT. KTI Probolinggo**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga.

Penelitian dilakukan di PT. KTI Probolinggo dengan tujuan untuk mengetahui analisis pengaruh audit manajemen sumber daya manusia dan *healthy safety environment* secara simultan dan parsial terhadap kinerja karyawan pada bagian produksi PT. KTI Probolinggo dan untuk mengetahui variabel yang berpengaruh dominan antara audit manajemen sumber daya manusia dan *healthy safety environment* terhadap kinerja karyawan pada bagian produksi PT. KTI Probolinggo.

Jenis penelitian yang digunakan adalah kuantitatif dengan pendekatan deskriptif dan analisis asosiatif. Metode pengumpulan data dengan angket, observasi, dokumentasi, dan studi kepustakaan. Populasi dalam penelitian ini sebanyak 30 karyawan bagian produksi 1 sub sie *hot press* PT. KTI Probolinggo. Teknik pengambilan sampel yang digunakan adalah *sampling* jenuh dan diperoleh jumlah sampel sebanyak 30 karyawan. Metode analisis data berupa analisis regresi linear berganda dan koefisien determinasi (R^2) dengan menggunakan bantuan program SPSS 22 *for Windows*.

Hasil penelitian menunjukkan bahwa terdapat pengaruh secara simultan (bersama-sama) antara variabel audit manajemen sumber daya manusia dan *healthy safety environment* berpengaruh secara signifikan terhadap kinerja karyawan pada bagian produksi PT. KTI Probolinggo dimana diperoleh nilai $F_{hitung} = 49.067$. Lalu secara parsial menunjukkan bahwa variabel Audit Manajemen Sumber Daya Manusia (X_1) berpengaruh signifikan terhadap Kinerja Karyawan (Y) dengan nilai $t_{hitung} = 2.938$. Sedangkan variabel *Healthy Safety Environment* (X_2) secara parsial, berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y) dengan nilai $t_{hitung} = 3.063$. Berdasarkan hasil analisis mengenai variabel-variabel yang mempengaruhi Kinerja Karyawan, terlihat bahwa diantara kedua variabel bebas Audit Manajemen Sumber Daya Manusia dan *Healthy Safety Environment*, yang paling dominan mempengaruhi variabel terikat Kinerja Karyawan yaitu variabel *Healthy Safety Environment* dengan nilai t_{hitung} paling besar yaitu **3.063**.

Kata Kunci : Audit Manajemen Sumber Daya Manusia, *Healthy Safety Environment* dan Kinerja Karyawan.

ABSTRACT

Sukron Hidayat. 2021. Thesis. Analysis of the Effect of Human Resource Management Audits and Healthy Safety Environment on Employee Performance in the Production Division of PT. KTI Probolinggo. Management Study Program, Faculty of Economics, University of Panca Marga.

The research was conducted at PT. KTI Probolinggo with the aim of knowing the analysis of the influence of the audit of human resource management and healthy safety environment simultaneously and partially on the performance of employee in the production division of PT. KTI Probolinggo and to find out the dominant influencing variables between human resource management audit and healthy safety environment on the performance of employees in the production division of PT. KTI Probolinggo.

This type of research is quantitative with a descriptive approach and associative analysis. Methods of data collection using questionnaires, observation, documentation, and literature study. The population in this study were 30 employees of PT. KTI Probolinggo. The sampling technique used was saturated sampling and obtained a total sample of 30 employees. The data analysis method is multiple linear regression analysis and the coefficient of determination (R^2) using the help of the SPSS 22 for Windows program.

*The results showed that there was a simultaneous (joint) influence between the variables of Human Resource Management Audits and Healthy Safety Environment significantly affected on Employee Performance in the Production Division of PT. KTI Probolinggo where the $F_{count} = 49.067$ was obtained. Then partially (separately) shows that the Human Resource Management Audits variable (X_1) has a significant effect on Employee Performance (Y) with $t_{count} = 2.938$. While the Healthy Safety Environment variable (X_2) partially has a significant effect on the Employee Performance variable (Y) with $t_{count} = 3.063$. Based on the analysis of the variables that affect Employee Performance, it can be seen that among the two independent variables, of Human Resource Management Audits and Healthy Safety Environment, the most dominant influencing the dependent variable is Employee Performance, namely the Healthy Safety Environment variable with the highest t-count value of **3.063**.*

Keywords: *Human Resource Management Audit, Healthy Safety Environment (HSE), Employee Performance.*