

ABSTRACT

The Influence of Occupational Safety and Health on Employee Performance at Grand Slipi Tower with Job Satisfaction as an Intervening Variable

This study aims to analyze the effect of Occupational Safety, Occupational Health, and job satisfaction on the performance of employees in the company. The main focus of this study was to examine whether job satisfaction acts as a mediator in the relationship between occupational safety and occupational health to employee performance. The method used in this study is a quantitative approach with Structural Equation Modeling (SEM) analysis techniques. The Data was collected through the distribution of questionnaires to 101 employees from various sectors of the company. The results showed that Occupational Safety has a significant influence on job satisfaction, which then has a positive effect on employee performance. Likewise, occupational health, whether related to physical or mental health, has a significant impact on job satisfaction that leads to improved performance. The study also found that job satisfaction acts as a mediator linking Occupational Safety and occupational health with employee performance. These findings support the importance of companies in creating a safe and healthy work environment as a strategy to improve employee satisfaction and performance. The implication of the results of this study is that companies need to prioritize Occupational Safety and health as an integral part of human resources policies to improve employee productivity and well-being.

Kata Kunci: *Occupational Safety, Occupational Health, Job Satisfaction, Employee Performance, Grand Slipi Tower.*