

ABSTRACT
***THE EFFECT OF OCCUPATIONAL HEALTH AND SAFETY
(OHS) IMPLEMENTATION AND WORK ENGAGEMENT ON
EMPLOYEE PRODUCTIVITY, WITH JOB SATISFACTION AS A
MEDIATING VARIABLE***

*(A Study of Operational Employees at PT Pertamina Maintenance & Construction
Unit in Tasikmalaya City)*

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This study aims to determine the effect of occupational health and safety (OHS) implementation and work engagement on employee productivity through the mediating role of job satisfaction among operational employees at PT Pertamina Maintenance & Construction Unit in Tasikmalaya. The research method used was an explanatory quantitative method. A census sampling technique was obtained through distributing questionnaires to 32 operational employees. Data analysis utilized SEM-PLS with the SmartPLS 4 software. The results indicate that them OHS implementation has a positive effect on job satisfaction. Work engagement has a negative effect on job satisfaction. Job satisfaction has a positive effect on employee productivity. Additionally, job satisfaction mediates the effect of OHS implementation on employee productivity positively and mediates the effect of work engagement on productivity negatively. The implications of this study suggest that companies need to maintain optimal OHS implementation and manage work engagement more effectively to prevent it from becoming a source of work related stress, thereby enhancing employee job satisfaction and productivity sustainably.

Keywords: *Occupational Health and Safety (OHS) Implementation, Work Engagement, Job Satisfaction, Employee Productivity*