

ABSTRACT

The development of an industry is highly supported by the role of its labors. Therefore, the existence of a well-managed of human resource is required in order to create productive, healthy and competent labors; particularly in the management of Occupational Safety and Health (OSH). The presence of OSH has main objectives in generating the labor welfare. One of the companies who implement the OSH program in Indonesia is PT. PINDAD (Ltd.) Bandung. This company is an Indonesian state-owned enterprise which focuses on the military and commercial products.

This research is a descriptive and uses quantitative approach with the analytical measurements to define the relationship between the research variables. Incidental sampling technique is utilized on this study where the targeted samples consist of total 110 respondents who are the production staffs of Department of Rail & Public Transportation and Division of Industrial Machinery and Services in PT. PINDAD (Ltd.) Bandung. This study applies Common Factor Analysis (CFA) as the method to analyze the factors by using the total variances and its analysis.

There are several main factors in the OSH Program implementation for production staffs of Department of Rail & Public Transportation and Division of Industrial Machinery and Services in PT. PINDAD (Ltd.) Bandung; comprise of the workplace environment condition, the air temperature-setting in the workplace, the light-setting in the workplace, the use of office stationery and the physical and mental condition of the employees are seen as the analysis factors and generated the OSH priority level is seen from the value of *factor loading*, from the highest to the lowest as follows: the light-setting (0.846), the physical and mental condition of employees (0.830), the workplace environment condition (0.824), the air temperature-setting in the workplace (0.813) and the use of office stationery (0.722) where the total factor has the variance percentage of 65,29%.

Keywords: OSH Program, Factor Analysis, PT. PINDAD (Ltd.) Bandung