

ABSTRACT

The occupational safety program protects the safety of employees and ensures employees work safely while the occupational health programs provide health services to employees. When a safety and health program is implemented properly it will affect employee job satisfaction and employee performance. The purpose of this research is to identify the effect of Occupational Safety and Health (OSH) program on employee performance through job satisfaction as an intervening variable.

This research method using quantitative method and descriptive analysis with research instrument is questionnaire by using likert scale. The population are employee of production departement at PT. Pabrik Es in Siantar with a sample of 45 respondents. The sample selection in this research uses non probability sampling where all members of the population are used as samples. The method of analysis in this research using linear regression analysis and path regression analysis using IBM SPSS 20.

The result of research shows occupational safety and occupational health program have significant effect to job satisfaction by 0.558 and also occupational safety and health program have significant effect to employee performance while job satisfaction has significant effect to employee performance by 0.461. The job satisfaction variable mediates the occupational safety and health variable and on employee performance. This means that job satisfaction can contribute to the effect of occupational safety and health variables on employee performance. To improve employee performance the company needs to pay attention to occupational safety an health and job satisfaction, the better the implementation of occupational safety and health will be able to increase job satisfaction to employees which can effect employee performance

Keyword: Occupational Safety and Health (OSH), job satisfaction, employee's performance