

ABSTRACT

Employee productivity of PT. Duta Mitra Luhur which occurred from September 2021 to January 2022 tended to decrease and did not reach the targets set by the company. In addition, there were accidents that were categorized as high in November and December 2021. It is necessary to evaluate Occupational Health and Safety (K3) to review every production activity carried out. In addition, the work environment at PT. Duta Mitra Luhur is in less-than-optimal condition. Companies need to update and develop a financial compensation system to boost employee productivity. This study intends to determine the effect of occupational health and safety (K3), work environment, and financial compensation on employee productivity at PT. Great Partner Ambassador.

The method used in this research is quantitative method, with descriptive and causal analysis. The sampling technique was carried out by saturated sampling technique. The population used in this research is 90 respondents. The data collection of this research was done by using an online questionnaire. This study uses multiple regression analysis using SPSS version 25 analysis tool.

From the results of this study, namely occupational health and safety (K3) (X1), work environment (X2), and financial compensation (X3) have a positive and significant effect on work productivity of employees in the production division (Y) PT. Great Partner Ambassador. The variables of occupational health and safety, work environment and financial compensation have an effect of 62.3% while the remaining 37.7% is influenced by other factors not examined in this study. Companies are advised to evaluate occupational health and safety, especially in terms of the workplace, for the work environment it is expected to improve the arrangement of the room, especially the lighting section, and for financial compensation it is expected to increase the number of benefits provided.

Keywords: *K3, Environment, Work, Financial Compensation, Productivity*