

DAFTAR PUSTAKA

- Abdiyani, S., Ngapiyatun, S., & Faradilla. (2019). Faktor-Faktor Yang Mempengaruhi Produktivitas Tenaga Kerja Karyawan Pemanen Kelapa Sawit Di PT. Alam Jaya Persada Factors Affecting Work Produktivity of Oil Palm Hervesting Employee in PT. Alam Jaya Persada. *Jurnal Agriment*, 4(02), 94–102. <https://doi.org/10.51967/jurnalagriment.v4i02.278>
- Adnan, R. F., Batara, A. S., & Mahmud, N. U. (2020). Penerapan Program Keselamatan Dan Kesehatan Kerja PT. Industri Kapal Indonesia Kota Makassar. *Window of Public Health Journal*, 1(3).
- Al-amin, S., & Rony, A. K. (2025). *Enhancing Organizational Productivity through Effective Occupational Health and Safety Practices: Insights from the Beverage Manufacturing Unit of Abdul Monem Ltd. January*. <https://doi.org/10.52783/pst.1459>
- Amirah, N. A., Him, N. F. N., Rashid, A., Rasheed, R., Zaliha, T. N., & Afthanorhan, A. (2024a). Fostering a safety culture in manufacturing through safety behavior: A structural equation modelling approach. *Journal of Safety and Sustainability*, 1(2), 108–116. <https://doi.org/10.1016/j.jsasus.2024.03.001>
- Amirah, N. A., Him, N. F. N., Rashid, A., Rasheed, R., Zaliha, T. N., & Afthanorhan, A. (2024b). Fostering a safety culture in manufacturing through safety behavior: A structural equation modelling approach. *Journal of Safety and Sustainability*, 1(2), 108–116. <https://doi.org/10.1016/j.jsasus.2024.03.001>
- Anggreani, T. F. (2021). Faktor-Faktor Yang Mempengaruhi Swot: Strategi Pengembangan Sdm, Strategi Bisnis, Dan Strategi Msdm (suatu Kajian Studi Literatur Manajemen Sumberdaya Manusia). *Jurnal Ekonomi Manajemen Sistem Informasi*, 2(5), 619–629. <https://doi.org/10.31933/jemsi.v2i5.588>
- Apriyanti, T., Sukwika, tatan, & Prinajat, P. D. (2023). Implementation of Occupational Safety and Health Management System to Prevent Occupational Accidents in the Food Industry. *Journal of Applied Management Research*, Vol 3 No.2, 62–70. <http://dx.doi.org/10.36441/jamr>
- Arana-Landín, G., Laskurain-Iturbe, I., Iturrate, M., & Landeta-Manzano, B. (2023). Assessing the influence of industry 4.0 technologies on occupational health and safety. *Heliyon*, 9(3), e13720. <https://doi.org/10.1016/j.heliyon.2023.e13720>
- Arikan, F., & Sozen, S. K. (2021). A Hierarchical Solution Approach for Occupational Health and Safety Inspectors' Task Assignment Problem.

- Safety and Health at Work*, 12(2), 154–166.
<https://doi.org/10.1016/j.shaw.2021.01.004>
- Askar, A., Hidayat, & Sani, A. (2022). Hubungan Implementasi Program K3 Terhadap Produktivitas Kerja Pada Pekerja Di PT. Industri Kapal Indonesia. *Window of Public Health Journal*, 3(4), 680–689.
<https://doi.org/10.33096/woph.v3i4.435>
- Astutik, R. S., Setyaningsih, Y., & Lestantyo, D. (2024). Barriers to Implementing Occupational Safety and Health in the Industrial Sector: A Scoping Review. *International Journal of Multidisciplinary Research and Publications*, 7(6).
- Ateeq, A., Al-refaei, A. A. A., Alzoraiki, M., Milhem, M., Al-Tahitah, A. N., & Ibrahim, A. (2024). Sustaining Organizational Outcomes in Manufacturing Firms: The Role of HRM and Occupational Health and Safety. *Sustainability (Switzerland)*, 16(3).
<https://doi.org/10.3390/su16031035>
- Aziti, T. M. (2024). Meningkatkan Kinerja Karyawan melalui Keadilan Penilaian Kinerja dan Kompensasi Berbasis Kinerja. *Innovative: Journal Of Social Science Research*, 4(3), 765–774.
<https://doi.org/10.31004/innovative.v4i3.10539>
- Barzegar, Y., Barzegar, A., Bellini, F., Marrone, S., & Verde, L. (2024). Fuzzy Inference System for Risk Assessment of Wheat Flour Product Manufacturing Systems. *Procedia Computer Science*, 246(C), 4431–4440. <https://doi.org/10.1016/j.procs.2024.09.293>
- Becker, Gary. S. (1964). *Human Capital: A Theoretical and Empirical Analysis, with Special Reference to Education*. University of Chicago Press.
- Bello, M. L., Akintola, M. A., Amosa, J. R., Isiaka, S. B., Oluwaseun, T., & Abdulkareem, A. K. (2025). *The Double-Edged Sword of ICT: Balancing Efficiency and Wellbeing in Nigeria's Public Workforce*.
- Benakka, L., Gharbi, L. Z., Bacroume, S., Bejjaji, Z., & Aouane, M. (2021). The implementation of the occupational health and safety management system according to OHSAS 18001/2007 in a Moroccan telecommunication company. *E3S Web of Conferences*, 234.
<https://doi.org/10.1051/e3sconf/202123400074>
- Bowen, G. A. (2009). Document Analysis as a Qualitative Research Method. *Qualitative Research Journal*, 9(2), 27–40.
<https://doi.org/10.3316/QRJ0902027>
- BPJS Ketenagakerjaan. (2022). *Laporan tahunan terintegrasi 2022: Adaptif dan inovatif untuk pertumbuhan yang impresif* [Annual Report]. BPJS Ketenagakerjaan. <https://www.bpjsketenagakerjaan.go.id/>

- Bryant, K. P. (2025). *Certified Nurse Aide Burnout Related to Working with People Living with Dementia in Skilled Nursing Facilities: A Qualitative Descriptive Study*.
- Cahyandari, S., & Lestari, F. (2024). Implementasi Standar Keselamatan dan Kesehatan Kerja Perkantoran di Gedung Pemerintahan. *Action Research Literate*, 8(6), 1–7. <https://doi.org/10.46799/ar.v8i6.403>
- Cao, Z., Zhu, J., Tang, B., & Chen, T. (2023). System dynamics simulation of occupational health and safety management causal model based on NetLogo. *Heliyon*, 9(8), e18752. <https://doi.org/10.1016/j.heliyon.2023.e18752>
- Cao, Z., Zhu, J., & Wang, Z. (2025). Analysis of HFE impact of COVID-19 on OHS in construction enterprises. *Heliyon*, 11(1), e41275. <https://doi.org/10.1016/j.heliyon.2024.e41275>
- Cervera, A. (2025, April). *Supporting Employee Wellbeing with Management Practices: Self-managing Expert Employees in Health Care Organization*. Metropolisia University of Applied Sciences.
- Cheng, T. C. (Alice), Caponecchia, C., & O'Neill, S. (2022). Workplace safety and future and emerging ways of work: A systematic literature review. *Safety Science*, 155, 105873. <https://doi.org/10.1016/j.ssci.2022.105873>
- Creswell, J. W. (2014a). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (4th ed.). SAGE Publications.
- Creswell, J. W. (2014b). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches: Vol. 4th Ed.* SAGE Publications.
- Critchley, A. J. (2025). *Strategic Redeployment Planning: A Framework for Unlocking Slack Resources After Efficiency Gains* [Personal communication].
- Dai, Y., Tong, X., & Wang, L. (2022). Workplace safety accident, employee treatment, and firm value: Evidence from China. *Economic Modelling*, 115, 105960. <https://doi.org/10.1016/j.econmod.2022.105960>
- Darmawan, D. (2023). Dampak Stres, Supervisi dan K3 Terhadap Produktivitas Pekerja Proyek Konstruksi. *Journal Of Civil Engineering Building And Transportation*, 7(1), 138–145. <https://doi.org/10.31289/jcebt.v7i1.8967>
- Darya, S. R., & Gaffar, M. R. (2023). Perancangan Dan Penerapan Competency Matrix Berbasis Website Pada Departemen Hrbp Non Produksi Pt Dirgantara Indonesia. *Applied Business and Administration Journal*, 2(3), 100–119. <https://doi.org/10.62201/abaj.v2i3.62>
- Dehury, P., & Kumar, K. A. (2023). Identification of hazardous substances and occupational morbidity associated with steel and power industry workers in Odisha, India. *Clinical Epidemiology and Global Health*, 22(April), 101312. <https://doi.org/10.1016/j.cegh.2023.101312>

- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001a). The job demands-resources model of burnout. *Journal of Applied Psychology*, 86(3), 499–512. <https://doi.org/10.1037/0021-9010.86.3.499>
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001b). The job demands-resources model of burnout. *Journal of Applied Psychology*, 86(3), 499–512. <https://doi.org/10.1037/0021-9010.86.3.499>
- Dessler, G. (2015). *Human Resource Management* (14th ed.). Pearson Education.
- Do, G. L. (2025). *Improving Employees' Wellbeing in Finland's Hospitality Sector: A Focus on Contingent Work of Temporary Agency Workers*.
- Fadli, W. A. (2015). *Implementasi Sistem Manajemen Keselamatan Dan Kesehatan Kerja (smk3) Pada Pt. Inti Benua Perkasatama Kota Dumai*. 2(2).
- Fahmi, K., Mustofa, A., Rochmad, I., Sulastri, E., Wahyuni, I. S., & Irwansyah. (2021). Effect ISO 9001:2015, ISO 14001:2015 AND ISO 45001:2018 On Operational Performance Of Automotive Industries. *Journal Industrial Engineering & Management Research (JIEMAR)*, 2(1), 13–25.
- Fajriansyah, Muh Imam Taufiq, Halida Sasmita, Aminuddin Hamdat, & A We Tenri Fatimah Singkeruang. (2022). Pengaruh Lingkungan Kerja Dan Produktivitas Kerja Terhadap Kinerja Pegawai Rumah Sakit Umum Daerah Daya Di Masa Covid-19. *Jurnal Sains Manajemen Nitro*, 1(2), 150–160. <https://doi.org/10.56858/jsmn.v1i2.95>
- Fajrianti, H., & Tejamaya, M. (2021). Occupational Health & Safety Cost Analysis in Civil Construction Projects. *Journal of Multidiciplinary Applied Natural Science*, 1(1), 1–12.
- Firman, A. (2022). Implementation of Occupational Safety and Health (K3) for Increasing Employee Productivity. *Journal Economic Resources*, 5(2), 365–376.
- Foncubierta-Rodríguez, M. J., Poza-Méndez, M., & Holgado-Herrero, M. (2024). Workplace health promotion programs: The role of compliance with workers' expectations, the reputation and the productivity of the company. *Journal of Safety Research*, 89(November 2022), 56–63. <https://doi.org/10.1016/j.jsr.2024.02.008>
- Foncubierta-Rodríguez, M.-J., Poza-Méndez, M., & Holgado-Herrero, M. (2024). Workplace health promotion programs: The role of compliance with workers' expectations, the reputation and the productivity of the

- company. *Journal of Safety Research*, 89, 56–63. <https://doi.org/10.1016/j.jsr.2024.02.008>
- Garini, D. P., & Rahman, M. Z. (2024). Strategi Manajemen Sumber Daya Manusia dalam Meningkatkan Kinerja Pegawai Dinas Komunikasi dan Informatika Kota Banjar. *Co-Value Jurnal Ekonomi Koperasi dan kewirausahaan*, 15(01). <https://doi.org/10.59188/covalue.v15i01.4440>
- Gautam, D. K., & Basnet, D. (2020). Organizational culture for training transfer: The mediating role of motivation. *International Journal of Organizational Analysis*, 29(3), 769–787. <https://doi.org/10.1108/IJOA-04-2020-2147>
- Gazi, M. A. I., Yusof, M. F., Islam, M. A., Amin, M. Bin, & Senathirajah, A. R. bin S. (2024). Analyzing the impact of employee job satisfaction on their job behavior in the industrial setting: An analysis from the perspective of job performance. *Journal of Open Innovation: Technology, Market, and Complexity*, 10(4), 100427. <https://doi.org/10.1016/j.joitmc.2024.100427>
- Gerald R, Ferris, M. Ronald Buckley, & Donald B. Fedor. (2002). *Human Resouces Management* (4th ed.). Pearson Education.
- Hadi, A., Laifah, L., & Waluya, A. H. (2023). Strategi Pengembangan Sumber Daya Insani Di Indonesia. *Ekobis Syariah*, 7(1), 1. <https://doi.org/10.22373/ekobis.v7i1.17779>
- Hanani, A. D. (2021). Penyuluhan Keselamatan Dan Kesehatan Kerja Pada Pekerja Cucian Mobil M21. *Journal Community Service Consortium*, 2(2). <https://doi.org/10.37715/consortium.v2i2.3285>
- Handayani, H., & Kholil, K. (2023). Implementation Strategy of Occupational Health and Safety (OHS) to Vouch for Company Sustainability. *Asian Journal of Engineering, Social and Health*, 2(4), 259–265. <https://doi.org/10.46799/ajesh.v2i4.34>
- Hartanti, B., & Susilo, A. (2019). Penilaian Kinerja Sumber Daya Manusia Dalam Perspektif Audit Manajemen Dan Balance Scorecard. *Jurnal Riset Akuntansi Dan Keuangan Dewantara (JAD)*, 1(2), 91–104.
- Hegyes, E. G., Nathan, R. J., & Farkas, M. F. (2021). Workplace Health Promotion, Employee Wellbeing and Loyalty during Covid-19 Pandemic—Large Scale Empirical Evidence from Hungary. *Economies*, 9(2), 55. <https://doi.org/10.3390/economies9020055>
- Heryadi, J., & Franca, M. L. (2021). *Evaluasi Pelaksanaan Kesehatan Dan Keselamatan Kerja (K3) Dan Penggunaan Alat Pelindung Diri Pada Karyawan PT.Semen Baturaja (Persero) Tbk. Di Baturaja*. 1(21).
- Hidayat, W. G. P. A., & Tannady, H. (2023). Analysis of Organizational Citizenship Behavior (OCB) Variables, Work Stress, Work

- Communication, Work Climate Affecting Employee Performance and Turnover Intention at PT. Bank Tabungan Negara (Persero) Tbk. Cabang Gresik. *International Journal of Science, Technology & Management*, 4(3), 688–696. <https://doi.org/10.46729/ijstm.v4i3.834>
- Istiantara, D. T. (2019). Pengembangan Manajemen Sumber Daya Manusia Berbasis Kompetensi Guna Meningkatkan Kinerja Pegawai Dan Dosen Politeknik Perkeretaapian Indonesia. *Jurnal Perkeretaapian Indonesia (Indonesian Railway Journal)*, 3(2). <https://doi.org/10.37367/jpi.v3i2.89>
- Kombong, E. P., Rangan, P. R., Masiku, Bokko, J., & Indrisari, M. (2022). *Sistem Manajemen Keselamatan Dan Kesehatan Kerja (smk3) Pada Pekerjaan Runway Bandara Buntu Kunik Kabupaten Tana Toraja*. Seminar Nasional Teknik Sipil – Universitas Kristen Indonesia Toraja, Toraja, Indonesia. <https://www.researchgate.net/publication/357869584>
- Krisandi, M. E., Fiqih, A., & Hasibuan, A. (2025). Evaluasi Kinerja Ergonomi Di Tempat Kerja Untuk Meningkatkan Evaluate Ergonomic Performance In The Workplace To Improve Productivity. *Variable Research Journal*, 02(01), 132–140.
- Kusuma, M. D. A. (2025). Manajemen Resiko K3 Pada Umkm Pengrajin Kayu. *Abdima Jurnal Pengabdian Mahasiswa*, 4(1), 1595–1600.
- Lari, M. (2024). A longitudinal study on the impact of occupational health and safety practices on employee productivity. *Safety Science*, 170, 106374. <https://doi.org/10.1016/j.ssci.2023.106374>
- Lingard, H., & Pirzadeh, P. (2025a). Workplace health and safety performance at the client-contractor interface: Measurement, management and behaviour. *Safety Science*, 184(March 2024), 106753. <https://doi.org/10.1016/j.ssci.2024.106753>
- Lingard, H., & Pirzadeh, P. (2025b). Workplace health and safety performance at the client-contractor interface: Measurement, management and behaviour. *Safety Science*, 184, 106753. <https://doi.org/10.1016/j.ssci.2024.106753>
- Lumadja, A. R., Trang, I., & Jan, A. B. H. (2024). Implementasi Kesehatan dan Keselamatan Kerja (K3) Serta Lingkungan Kerja Sebagai Upaya Pencegahan Kecelakaan KerjaNelayan Di Kabupaten Kepulauan Sangihe. *Jurnal EMBA: Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 12(3), 634–645.
- Maryanto, H., Idris, H., Windusari, Y., & Fajar, N. A. (2024). *Studi Literatur Tentang Manajemen Pengetahuan Hukum Dalam Bidang Kesehatan Dan Keselamatan Kerja Di Lingkungan Industri*. 14(2).
- Melaku, C., Abere, G., Zele, Y. T., Mamaye, Y., Mekonen, T. A., Bezie, A. E., Tesfaye, A. H., & Worede, E. A. (2024). The Occupational Heat

- Exposure-related Symptoms prevalence and Associated Factors among Hospitality Industry Kitchen Workers in Ethiopia: Wet Bulb Globe Temperature. *Safety and Health at Work*, 15(4), 472–480. <https://doi.org/10.1016/j.shaw.2024.08.002>
- Milošević, I., Stojanović, A., Nikolić, Đ., Mihajlović, I., Brkić, A., Perišić, M., & Spasojević-Brkić, V. (2025). Occupational health and safety performance in a changing mining environment: Identification of critical factors. *Safety Science*, 184, 106745. <https://doi.org/10.1016/j.ssci.2024.106745>
- Moleong, L. J. (2018). *Metodologi Penelitian Kualitatif*. Remaja Rosdakaya.
- Mu'ammal, I., Firmansyah, M., & Yuliati, U. (2024). Sosialisasi Kesehatan dan Keselamatan Kerja Kepada Pekerja Proyek Pembangunan Muhammadiyah Boarding School Malang. *Jurnal Pengabdian Masyarakat Bangsa*, 2(2), 355–360.
- Mufarikha, M., Misnaniarti, M., Hasyim, H., Novrikasari, N., Windusari, Y., & Fajar, N. A. (2023). Kebijakan Manajemen Dalam Menerapkan Kesehatan Dan Keselamatan Kerja (K3) Di Lingkungan Kerja: Systematic Review. *Prepotif: Jurnal Kesehatan Masyarakat*, 7(3), 16439–16445.
- Nadeem, M. A., Surienty, L., & Haque, M. M. (2022). Impact of organization decision making styles and safety accountability on occupational health and safety implementation: The moderating role of mimetic motives. *Frontiers in Public Health*, 10. <https://doi.org/10.3389/fpubh.2022.1004767>
- Nasution, S. (2006). *Metode Penelitian Naturalistik Kualitatif*. Tarsito.
- Ngoga, E. O., Ouma, O. J., Muiruri, L., & Njoroge, Dr. K. (2023). Healthcare Workers Training and Implementation of Occupational Health and Safety (OSH) Measures at Kitale County Referral Hospital, Kenya. *American Journal of Health, Medicine and Nursing Practice*, 9(1), 20–34. <https://doi.org/10.47672/ajhmn.1584>
- Nkrumah, E. N. K., Liu, S., Doe Fierghor, D., & Akoto, L. S. (2021). Improving the safety–performance nexus: A study on the moderating and mediating influence of work motivation in the causal link between occupational health and safety management (ohsm) practices and work performance in the oil and gas sector. *International Journal of Environmental Research and Public Health*, 18(10), 1–23. <https://doi.org/10.3390/ijerph18105064>
- Nofitri, Mufti, M. I., & Asrifai. (2025). Pengaruh Kebijakan Manajemen Terhadap Kinerja Pegawai di Kantor Camat Marawola Barat Kabupaten Sigi. *JSIM: Jurnal Ilmu Sosial Dan Pendidikan*, 5(6), 1–23.

- Öhman, O., Tusa, N., Ahonen, T., Hintsala, T., & Mäntyselkä, P. (2025). Mapping the ideal job: Insights into job resources of general practitioner trainees. *Scandinavian Journal of Primary Health Care*, 1–11. <https://doi.org/10.1080/02813432.2025.2501071>
- Orikpete, O. F., Okwu, M. O., Khalid, S., Abubakar, N., Tartibu, L., & Chukwu, K. (2025). Predicting the Impact of Cognitive Load and Psychological Well-Being Among Workers in Manufacturing Environments. *Procedia Computer Science*, 253, 2859–2868. <https://doi.org/10.1016/j.procs.2025.02.010>
- Pahira, S. H., & Rinaldy, R. (2023). Pentingnya Manajemen Sumber Daya Manusia (MSDM) Dalam Meningkatkan Kinerja Organisasi. *COMSERVA : Jurnal Penelitian Dan Pengabdian Masyarakat*, 3(03), 810–817. <https://doi.org/10.59141/comserva.v3i03.882>
- Panjaitan, M. (2017). Pengaruh Lingkungan Kerja Terhadap Produktivitas Kerja Karyawan. *Jurnal Manajemen*, 3(2), 1–5.
- Park, S., & Kim, M.-J. (2023). Corporate Characteristics and Occupational Injuries by Industry. *Safety and Health at Work*, 14(3), 259–266. <https://doi.org/10.1016/j.shaw.2023.08.004>
- Patel, V., Chesmore, A., Legner, C. M., & Pandey, S. (2022). Trends in Workplace Wearable Technologies and Connected-Worker Solutions for Next-Generation Occupational Safety, Health, and Productivity. *Advanced Intelligent Systems*, 4(1), 2100099. <https://doi.org/10.1002/aisy.202100099>
- Pelinescu, E. (2015). The Impact of Human Capital on Economic Growth. *Procedia Economics and Finance*, 22, 184–190. [https://doi.org/10.1016/s2212-5671\(15\)00258-0](https://doi.org/10.1016/s2212-5671(15)00258-0)
- Peraturan Menteri Tenaga Kerja Republik Indonesia Nomor PER.05/MEN/1996, Pub. L. No. PER.05/MEN/1996, PER.05/MEN/1996 (1996).
- Peraturan Pemerintah Republik Indonesia Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen K3, Pub. L. No. 50/2012, PP No. 50/2012 (2012).
- Permenaker No. PER-01/MEN/I/2007. (2007). *Peraturan Menteri Tenaga Kerja dan Transmigrasi Republik Indonesia Nomor PER-01/MEN/I/2007 tentang Pedoman Pemberian Penghargaan Keselamatan dan Kesehatan Kerja (K3)* (No. PER-01/MEN/I/2007). Kementerian Tenaga Kerja dan Transmigrasi.
- P.S, M. A. A., & Baskoro, H. (2023). Pengaruh Disiplin Dan Motivasi Karyawan Terhadap Produktivitas Kerja Di PT. L I. *Digital Bisnis*:

- Jurnal Publikasi Ilmu Manajemen dan E-Commerce*, 2(1), 312–334.
<https://doi.org/10.30640/digital.v2i1.734>
- Puspa, T., & Ilham, M. S. (2023). Faktor-Faktor Kunci Sikap Manajemen (managerial Behaviour) Dalam Pengelolaan Sumber Daya Manusia Dan Dampaknya Terhadap Kinerja Karyawan. *Jurnal Ekonomi Trisakti*, 3(2), 2481–2494. <https://doi.org/10.25105/jet.v3i2.16921>
- Puspita, A., Finanta, D., Sinulingga, C. R. I., & Arsyadona. (2025). Analisis Penerapan Manajemen Risiko Terhadap Kecelakaan Kerja Di Sektor Manufaktur. *Jurnal Sains Student Research*, 3 No.1, 258–263.
- Putra, V. P., A., F., Putri, T. E., Wulandari, S., & Afriza. (2024). Analisis Konsep Dasar Manajemen Sumber Daya Manusia. *Jurnal Studi Islam dan Humaniora*, 4(02), 1862–1872.
<https://doi.org/10.37680/almikraj.v4i02.5470>
- Putri, M. A. (2025). Pengaruh Motivasi Dan Lingkungan Kerja Terhadap Produktivitas Karyawan Di Seblak Mama. *Justi (Jurnal Sistem Dan Teknik Industri)*, 5(2), 214–222.
- Rahmi, A., & Ramdhan, D. H. (2021). Factors Affecting the Effectiveness of the Implementation of Application OHSMS: A Systematic Literature Review. *Journal of Physics: Conference Series*, 1933(1).
<https://doi.org/10.1088/1742-6596/1933/1/012021>
- Ranasinghe, U., Tang, L. M., Harris, C., Li, W., Montayre, J., de Almeida Neto, A., & Antoniu, M. (2023). A systematic review on workplace health and safety of ageing construction workers. *Safety Science*, 167(July), 106276. <https://doi.org/10.1016/j.ssci.2023.106276>
- Rivai, H. A., Reza, D. Y., & Lukito, H. (2019). Distributive Justice, Job Satisfaction and Organizational Commitment as Antecedents of Employee Performance: A Study in Indonesia National Health Insurance Workers. *Proceedings of the 2019 International Conference on Organizational Innovation (ICOI 2019)*. Proceedings of the 2019 International Conference on Organizational Innovation (ICOI 2019), Ulsan, South Korea. <https://doi.org/10.2991/icoi-19.2019.117>
- Rst, R., Yulistria, R., Handayani, E. P., & Nursanty, S. (2021). Pengaruh Keselamatan Dan Kesehatan Kerja (k3) Terhadap Produktivitas Kerja Karyawan. *Jurnal Swabumi*, 9(2), 147–158.
- Rudolf, E. M., Kjærgaard, A., Palmqvist, J., Jakobsen, M. E., & Ajslev, J. Z. N. (2025a). Improving occupational safety and health motivation through a dialogue-based inspection practice. *Safety Science*, 187, 106857. <https://doi.org/10.1016/j.ssci.2025.106857>
- Rudolf, E. M., Kjærgaard, A., Palmqvist, J., Jakobsen, M. E., & Ajslev, J. Z. N. (2025b). Improving occupational safety and health motivation through a

- dialogue-based inspection practice. *Safety Science*, 187(March), 106857. <https://doi.org/10.1016/j.ssci.2025.106857>
- Sadikin, A., Yodiansyah, H., Budiasih, Y., Sugiarti, S., & Kusnadi, I. H. (2023). Adaptive Human Resource Management in Confrontation of Globalization'S Challenges. *Jurnal Ekonomi*, 12(02), 1761–1767. <https://doi.org/10.54209/ekonomi.v12i02.2096>
- Samsir, A. A. H., Muchlis, N., & Baharuddin, A. (2023). Hubungan Keselamatan dan Kesehatan Kerja (K3) Terhadap Produktivitas Kerja Karyawan Pada PT PLN (Persero) ULP Sungguminasa. *Window of Public Health Journal*, 4(2), 195–207.
- Sanapia, F. (2001). *Pengantar Statistika Pendidikan*. Rajawali Pers.
- Sartika, G. (2024). Peran Strategis Manajemen Sumber Daya Manusia dalam Kesuksesan Organisasi. *Jurnal Ekonomi Dan Bisnis*, 4(1), 177–188.
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A Skill-Building Approach* (7th ed.). Wiley.
- Seo, H. J., Rhee, S.-Y., & Kim, N. K. (2025). A Study on the Factors Affecting Safety Behaviors and Safety Performance in the Manufacturing Sector: Job Demands-Resources Approach. *Safety*, 11(2), 29. <https://doi.org/10.3390/safety11020029>
- Septiadi, M. A., & Ramdani, Z. (2024). Competency-Based Human Resources (HR) Development in the Digital Era. *Journal of Current Social and Political Issues*, 2(2), 113–124. <https://doi.org/10.15575/jcspi.v2i2.827>
- Sitompul, Y. R. M. B., & Simarmata, V. P. A. (2022). Description of Work Accident and Occupational Safety and Health Activities of Paint Manufacturing Industry PTSU, in West Java 2016-2017. *International Journal of Health Sciences and Research*, 12(8), 280–289. <https://doi.org/10.52403/ijhsr.20220837>
- Sugiyono. (2019). *Metode Penelitian Kualitatif, Kuantitatif dan R&D*. Alfabeta.
- Suherman, A., & Siska, E. (2025). Manajemen Sumber Daya Manusia. In *Yayasan Drestanta Pelita Indonesia*.
- Sukamto, T. A., Damayanti, R., & Novalia, N. (2024). Pengaruh Kemampuan Dan Motivasi Kerja Terhadap Produktivitas Kerja. *Jurnal Manajemen Kompeten*, 6(2), 23. <https://doi.org/10.51877/mnjm.v6i2.323>
- Sukwika, T., & Pranata, H. D. (2022). Analisis Keselamatan dan Kesehatan Kerja Bidang Freight Forwarder Menggunakan Metode HIRADC. *Jurnal Teknik*, 20(1), 1–13. <https://doi.org/10.37031/jt.v20i1.182>
- Suma'mur. (2023). *Higiene Perusahaan dan Kesehatan Kerja (HIPERKES)* (2nd ed.). Sagung Sato.
- Suman, D. G. K., Malik, T., & Zehra, A. (2024). *Hct and Education Are Working Like Consors*.

- Triani, N., Agung, S., & Kuraesin, E. (2023). Pengaruh Kompensasi Dan Motivasi Kerja Terhadap Kinerja Pegawai Desa Di Kecamatan Ciampea. *Jurnal Ekonomi Manajemen Dan Bisnis (JEMB)*, 2(2), 262–266. <https://doi.org/10.47233/jemb.v2i2.1113>
- Undang-Undang Republik Indonesia Nomor 1 Tahun 1970 tentang Keselamatan Kerja, Pub. L. No. No. 1 Tahun 1970, Lembaran Negara Republik Indonesia (1970). Mencabut: Veiligheidsreglement 1910 (Stbl. No. 406) <https://peraturan.bpk.go.id/Home/Details/47051/uu-no-1-tahun-1970>
- Undang-Undang Republik Indonesia Nomor 13 Tahun 2003 tentang Ketenagakerjaan, Pub. L. No. Nomor 13 Tahun 2003, Lembaran Negara Republik Indonesia (2003).
- Utama, A. I., & Woestho, C. (2023). Analisis Keselamatan Dan Kesehatan Kerja (K3) Dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan Pada PT. Datascip Pulo Gadung. *Jurnal Bisnis dan Ekonomi*, 1(1), 100–116. <https://doi.org/10.61597/jbe-ogzrp.v1i1.7>
- Wardani, A. K., Ratnawati, Wiryanto, & Wirapuspita, R. (2022). Analisis Faktor-Faktor yang Berhubungan dengan Produktivitas Kerja Karyawan di PT. Pangan Jaya Bersama. *Formosa Journal of Science and Technology*, 1(5), 555–564. <https://doi.org/10.55927/fjst.v1i5.1228>
- Widyanti, A. (2023). Pengaruh Keselamatan dan Kesehatan Kerja Terhadap Produktivitas Pada Karyawan PT. Pos Indonesia di Kantor Cabang Utama Kota Makassar. *Journal of Muslim Community Health (jmch)*, 4(4), 147–156. <https://doi.org/10.52103/jmch.v4i4.1408>
- Wirawan, P. J., Haris, I. A., & Suwena, K. R. (2019). Pengaruh Disiplin Kerja Terhadap Produktivitas Kerja Karyawan Bagian Produksi Pada Pt. Tirta Mumbul Jaya Abadi Tahun 2016. *Jurnal Pendidikan Ekonomi Undiksha*, 10(1), 305. <https://doi.org/10.23887/jjpe.v10i1.20149>
- Yani, A. (2025). Efektivitas Pelatihan Keselamatan Kerja di Konstruksi Dan Peran Manajemen dalam Meningkatkan Kepatuhan K3 ; Literatur Review. *Jurnal Ilmiah Ekonomi Manajemen & Bisnis*, 3(1), 08–17. <https://doi.org/10.60023/w9xcbn62>
- Yusup, M. F. Bin. (2023). Relationship of Occupational Accidents to K3 Knowledge, K3 Training, and Use of Personal Protective Equipment in the Welding Process. *Collaborate Engineering Daily Book Series*, 1(1), 60–66.
- Zhang, T. X., Molchanov, A., Nguyen, H., & Pham, M. H. (2025). Leading safely: The impact of generalist CEOs on workplace safety. *Journal of Behavioral and Experimental Finance*, 46, 101056. <https://doi.org/10.1016/j.jbef.2025.101056>