

**UNDERGRADUATE THESIS**  
**THE INFLUENCE OF OCCUPATIONAL SAFETY AND HEALTH (OSH)**  
**AND MOTIVATION BASED ON ABRAHAM MASLOW THEORY'S ON**  
**EMPLOYEE PERFORMANCE THROUGH PRODUCTIVITY AS AN**  
**INTERVENING VARIABLE**  
**(STUDY ON MAINTENANCE DEPARTEMENT PT ARUTMIN**  
**INDONESIA NPLCT)**



Submitted to complete the requirements in obtaining a Bachelor of Management

Degree

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**BACHELOR OF MANAGEMENT DEGREE**  
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## LEGALIZATION SIGNATURES

**THE INFLUENCE OF OCCUPATIONAL SAFETY AND HEALTH (OSH)  
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EMPLOYEE PERFORMANCE THROUGH PRODUCTIVITY AS AN  
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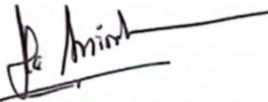
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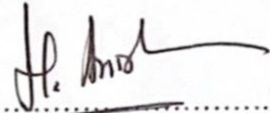
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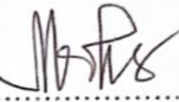
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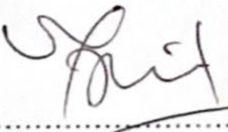
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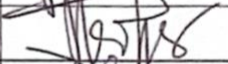

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## MINUTES OF IMPROVEMENT OF UNDERGRADUATE THESIS

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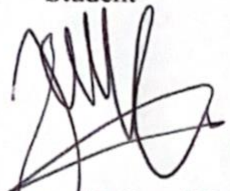
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## DECLARATION STATEMENT

I the undersigned hereby declare that this thesis is the result of research that I have conducted. All quotations and assistance from various sources have been properly disclosed. This thesis has never been published for other purposes by anyone. If in the future it turns out that my statement is not true, then I am willing to accept the legal consequences of the untruth of the statement.

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## **FOREWORD**

Bismillahirrahmanirrahim,

With deep gratitude, I thank Allah SWT for His grace so that I can complete the thesis research with the title “The Influence of Occupational Safety and Health (OSH) and Motivation based on Abraham Maslow Theory's on Employee Performance through Productivity as an Intervening Variable”. The preparation of this undergraduate thesis is a requirement for researchers to complete education at the undergraduate level of the Faculty of Economics and Business, Lambung Mangkurat University in the Bachelor of Management program.

The journey to produce this undergraduate thesis is not only an academic task, but also a long learning process that enriches the researcher's understanding of the dynamics of human resource management, occupational safety and health, work motivation, work life, and human relations in the professional world. This undergraduate thesis comes as a result of long reflection, deep observation, and collaboration involving various parties who sincerely made valuable contributions. The researcher realizes that behind every idea and argument, there is invisible support from people who directly or indirectly influence the journey of this intellectual process.

On this occasion, allow the researcher to express deep gratitude to:

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The researcher hopes that what is contained in this thesis can be a constructive discussion or even provide inspiration to enrich science and management practices, especially in the field of human resource management. Of course, this thesis is not perfect and still has shortcomings. Therefore, the researcher openly accepts criticism and suggestions as part of a continuous learning process. Hopefully, this paper can provide benefits, not only for researchers, but also for all parties who are willing to take the time to study it.

## ABSTRACT

***Muhammad Irfan Akbar, Hastin Umi Anisah.*** The Influence of Occupational Safety and Health (OSH) and Motivation based on Abraham Maslow's Theory on Employee Performance through Productivity as an intervening variable (Study on Maintenance Departement PT Arutmin Indonesia NPLCT).

This study aims to determine and analyse: (1) The effect occupational safety and health on employee performance of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (2) The effect motivation based on abraham maslow's theory on employee performance of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (3) The effect occupational safety and health on productivity of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (4) The effect motivation based on abraham maslow's theory on productivity of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (5) The effect productivity on employee performance of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (6) The effect occupational safety and health on employee performance through producitivity as an intervening variable of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (7) The effect motivation based on abraham maslow's theory on employee performance through producitivity as an intervening variable of employee Maintenance Departement PT Arutmin Indonesia NPLCT.

This research using a quantitative approach with questionnaires as the primary data source. A total of 48 respondents, representing the entire population of the department, participated in this study. Data analysis was performed using Smart PLS 4.0.

The results of this study proved that: (1) Occupational safety and health has a positive and significant effect on employee performance of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (2) Motivation based on abraham maslow's theory has a positive and significant effect on employee performance of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (3) Occupational safety and health has a positive and significant effect on productivity of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (4) The effect motivation based on abraham maslow's theory has a positive and significant effect on productivity of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (5) Productivity has a positive and significant effect on employee performance of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (6) Occupational safety and health has a positive and significant effect on employee performance through producitivity as an intervening variable of employee Maintenance Departement PT Arutmin Indonesia NPLCT; (7) Motivation based on abraham maslow's theory has a positive and significant effect on employee performance through producitivity as an intervening variable of employee Maintenance Departement PT Arutmin Indonesia NPLCT.

**Keywords:** Occupational Safety and Health, Motivation, Abraham Maslow's Theory, Productivity, Employee Performance.

### ABSTRAK

*Muhammad Irfan Akbar, Hastin Umi Anisah*, Pengaruh Keselamatan dan Kesehatan Kerja (K3) dan Motivasi berdasarkan Teori Abraham Maslow terhadap Kinerja Karyawan melalui Produktivitas sebagai variabel intervening (Studi pada Maintenance Departement PT Arutmin Indonesia NPLCT).

Penelitian ini bertujuan untuk mengetahui dan menganalisis: (1) Pengaruh keselamatan dan kesehatan kerja terhadap kinerja karyawan Maintenance Departement PT Arutmin Indonesia NPLCT; (2) Pengaruh motivasi berdasarkan teori Abraham Maslow terhadap kinerja karyawan Maintenance Departement PT Arutmin Indonesia NPLCT; (3) Pengaruh keselamatan dan kesehatan kerja terhadap produktivitas Maintenance Departement PT Arutmin Indonesia NPLCT; (4) Pengaruh motivasi berdasarkan teori Abraham Maslow terhadap produktivitas Maintenance Departement PT Arutmin Indonesia NPLCT; (5) Pengaruh produktivitas terhadap kinerja karyawan Maintenance Departement PT Arutmin Indonesia NPLCT; (6) Pengaruh keselamatan dan kesehatan kerja terhadap kinerja karyawan melalui produktivitas sebagai variabel intervening Maintenance Departement PT Arutmin Indonesia NPLCT; (7) Pengaruh motivasi berdasarkan teori abraham maslow terhadap kinerja karyawan melalui produktivitas sebagai variabel intervening Maintenance Departement PT Arutmin Indonesia NPLCT. Penelitian ini menggunakan pendekatan kuantitatif dengan kuesioner sebagai sumber data utama. Sebanyak 48 responden yang mewakili seluruh populasi departemen berpartisipasi dalam penelitian ini. Analisis data dilakukan dengan menggunakan Smart PLS 4.0.

Hasil penelitian ini membuktikan bahwa: (1) Keselamatan dan kesehatan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Maintenance Departement PT Arutmin Indonesia NPLCT; (2) Motivasi berdasarkan teori Abraham Maslow berpengaruh positif dan signifikan terhadap kinerja karyawan Maintenance Departement PT Arutmin Indonesia NPLCT; (3) Keselamatan dan kesehatan kerja berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan Maintenance Departement PT Arutmin Indonesia NPLCT; (4) Motivasi berdasarkan teori abraham maslow berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan Maintenance Departement PT Arutmin Indonesia NPLCT; (5) Produktivitas berpengaruh positif dan signifikan terhadap kinerja karyawan Maintenance Departement PT Arutmin Indonesia NPLCT; (6) Keselamatan dan kesehatan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan melalui produktivitas sebagai variabel intervening karyawan Maintenance Departement PT Arutmin Indonesia NPLCT; (7) Motivasi berdasarkan teori abraham maslow berpengaruh positif dan signifikan terhadap kinerja karyawan melalui produktivitas sebagai variabel intervening karyawan Maintenance Departement PT Arutmin Indonesia NPLCT.

**Kata kunci:** Keselamatan dan Kesehatan Kerja, Motivasi, Teori Abraham Maslow, Produktivitas, Kinerja Karyawan.

## TABLE OF CONTENTS

<b>LEGALIZATION SIGNATURES .....</b>	<b>2</b>
<b>APPROVAL SIGNATURE.....</b>	<b>4</b>
<b>MINUTES OF IMPROVEMENT OF UNDERGRADUATE THESIS .....</b>	<b>5</b>
<b>DECLARATION STATEMENT.....</b>	<b>6</b>
<b>FOREWORD.....</b>	<b>7</b>
<b>ABSTRACT.....</b>	<b>11</b>
<b>ABSTRAK .....</b>	<b>12</b>
<b>TABLE OF CONTENTS.....</b>	<b>13</b>
<b>FIGURE LIST .....</b>	<b>16</b>
<b>APPENDIX LIST .....</b>	<b>18</b>
<b>TABLE LIST.....</b>	<b>19</b>
<b>CHAPTER 1 INTRODUCTION .....</b>	<b>1</b>
1.1 Background .....	1
1.2 Problem Formulation.....	14
1.3 Research Objective.....	15
1.4. Research Benefits.....	16
1.5 Research Systematics .....	17
<b>CHAPTER II LITERATURE REVIEW .....</b>	<b>19</b>
2.1 Theoretical Foundation .....	19
2.1.1 Employee Performance .....	19
2.1.2 Occupational Safety and Health (OSH) .....	25
2.1.3 Motivation .....	28
2.1.4 Productivity .....	36
2.1.5 Linkage between Occupational Safety and Health (OSH) and Employee Performance	41
2.1.6 Linkage between Motivation and Employee Performance .....	42
2.1.7 Linkage between OSH and Productivity .....	43
2.1.8 Linkage between Motivation and Productivity .....	44
2.1.9 Linkage between Productivity and Employee Performance .....	44
2.1.10 Linkage among Occupational Safety & Health, Productivity, and Employee Performance	45
2.1.11 Linkage among Motivation, Productivity, and Employee Performance .....	45
2.2 Results of Previous Research .....	46

<b>CHAPTER III CONCEPTUAL FRAMEWORK AND RESEARCH HYPOTHESIS.....</b>	<b>57</b>
3.1 Conceptual Framework .....	57
3.2 Reseach Hypothesis.....	58
<b>CHAPTER IV RESEARCH METHODS .....</b>	<b>65</b>
4.1 Scope of Research .....	65
4.2 Type of Research.....	65
4.3 Place/Location of Research.....	66
4.4 Unit of Analysis .....	66
4.5 Population and Sample.....	66
4.5.1 Population.....	66
4.5.2 Sample .....	67
4.6 Variables and Operational Definition of Variables.....	67
4.6.1 Variable.....	67
4.6.2 Exogenous Variables .....	68
4.6.3 Endogenous Variables.....	68
4.6.4 Inverening Variables.....	68
4.6.5 Operational Definition of Variable .....	68
4.7 Data Collection Technique.....	74
4.8 Data Analysis Technique .....	77
4.8.1 Data Analysis with Partial Least Square Method .....	80
4.8.2 Outer Model Analysis (Measurement Model).....	81
4.8.3 Inner Model Analysis (Structural Model).....	87
4.8.4 Hypothesis Test.....	88
4.8.5 Mediation Test .....	89
<b>CHAPTER V RESEARCH RESULT AND ANALYSIS .....</b>	<b>90</b>
5.1 Overview of Research Objects .....	90
5.1.1 Company Profile PT Arutmin Indonesia NPLCT Kotabaru .....	90
5.1.2 Vision and Mission PT Arutmin Indonesia Kotabaru .....	91
5.1.3 Implementation Occupational Safety and Health and Motivation Based on Abraham Maslow Theory's on PT Arutmin Indonesia NPLCT .....	92
5.1.4 Organizational Structure PT Arutmin Indonesia NPLCT.....	94
5.2 Research Result and Analysis .....	94
5.2.1 Characteristics of Respondents .....	94
5.2.1.3 Characteristics of Respondents Based on Age .....	97
5.2.1.4 Characteristics of Respondents Based on Latest Education .....	98
5.2.1.5 Characteristics of Respondents Based on Length of Work .....	99
5.2.1.6 Characteristics of Respondents Based on Married Status.....	100
5.3 Descriptive Analysis of Respondents' Answers .....	102
5.3.1 Description of Respondents on Occupational Safety and Health Variables .....	105
5.3.2 Description of Respondents on Motivation Based on Abraham Malslow Theory's (X2)114	
5.3.3 Description of Respondents on Employee Perfomance (Y).....	123

5.3.1 Description of Respondents on Productivity Variables.....	132
5.4 Research Instrument Test .....	139
5.4.1 Validity Test .....	139
5.4.1.1 Occupational Safety and Health Validity Test .....	139
5.4.1.2 Motivation Based on Abraham Maslow Theory's Validity Test .....	140
5.4.1.3 Productivity Validity Test.....	141
5.4.1.4 Employee Performance Validity Test .....	142
5.4.2 Reability Test.....	143
5.5 Model Evaluation Result .....	145
5.5.1 Evaluation of the Measurement Model (Outer Model) .....	146
5.5.2 Structural Model Evaluation (Inner Model).....	153
5.5.3 Hypothesis Testing Result.....	160
5.6 Discussion of Research Results.....	165
5.7 Implication of Research Results.....	179
5.8 Limitation of Research .....	186
<b>CHAPTER VI CLOSING</b> .....	<b>188</b>
6.1 Conclusion.....	188
6.2 Suggestion .....	189
<b>BIBLIOGRAPHY</b> .....	<b>195</b>
<b>APPENDIX</b> .....	<b>202</b>

## FIGURE LIST

<b>Figure 1-1 Indonesia's Occupational Accident Rate (2015-2022)</b> .....	4
<b>Figure 3-1 Conceptual Framework</b> .....	57
<b>Figure 5-1 Organizational Structure PT Arutmin Indonesia NPLCT Kotabaru</b> .....	94
<b>Figure 5-2 Continuum Line</b> .....	104
<b>Figure 5-3 Continuum Line Occupational Safety and Health Variable Health Financing Indicator</b> .....	106
<b>Figure 5-4 Continuum Line Occupational Safety and Health Variable Health Service Indicator</b> .....	107
<b>Figure 5-5 Continuum Line Occupational Safety and Health Variable Equipment Indicator</b> .....	108
<b>Figure 5-6 Continuum Line Occupational Safety and Health Variable Procedures Indicator</b> .....	110
<b>Figure 5-7 Continuum Line Occupational Safety and Health Variable Work authority Indicator</b> .....	111
<b>Figure 5-8 Continuum Line Occupational Safety and Health Variable Negligence Indicator</b> .....	112
<b>Figure 5-9 Continuum Line Motivation Based on Abraham Malslow Theory's Variable Psychological Needs Indicator</b> .....	116
<b>Figure 5-10 Continuum Line Motivation Based on Abraham Malslow Theory's Variable Safety Needs Indicator</b> .....	117
<b>Figure 5-11 Continuum Line Motivation Based on Abraham Malslow Theory's Variable Love Needs Indicator</b> .....	119
<b>Figure 5-12 Continuum Line Motivation Based on Abraham Malslow Theory's Variable Esteem Needs Indicator</b> .....	120
<b>Figure 5-13 Continuum Line Motivation Based on Abraham Malslow Theory's Variable Self-Actualization Needs Indicator</b> .....	121
<b>Figure 5-14 Continuum Line Employee Performace Variable Quantity Indicator</b> .....	124
<b>Figure 5-15 Continuum Line Employee Performace Variable Quality Indicator</b> .....	126
<b>Figure 5-16 Continuum Line Employee Performace Variable Timeliness Indicator</b> .....	127
<b>Figure 5-17 Continuum Line Employee Performace Variable Presence Indicator</b> .....	128

<b>Figure 5-18 Continuum Line Employee Performace Variable Efficiency Indicator.....</b>	<b>130</b>
<b>Figure 5-19 Continuum Line Employee Performace Variable Effectiveness Indicator.....</b>	<b>131</b>
<b>Figure 5-20 Continuum Line Productivity Variable Ability Indicator .....</b>	<b>134</b>
<b>Figure 5-21 Continuum Line Productivity Variable Improve the results obtained Indicator.....</b>	<b>135</b>
<b>Figure 5-22 Continuum Line Productivity Variable Work Enthusiasm Indikator .....</b>	<b>136</b>
<b>Figure 5-23 Continuum Line Productivity Variable Self-development Indicator .....</b>	<b>137</b>
<b>Figure 5-24 Research Model Concept Using SmartPLS .....</b>	<b>146</b>
<b>Figure 5-25 Sturctural Model (path coefficient, beta).....</b>	<b>161</b>
<b>Figure 5-26 Significance Value (t-count) .....</b>	<b>162</b>

## APPENDIX LIST

<b>Appendix 1 Republic of Indonesia Law No. 1 Year 1970 on Work Safety ..</b>	<b>203</b>
<b>Appendix 2 Critical Journal Review Sheet .....</b>	<b>208</b>
<b>Appendix 3 Research Instrument Development Table.....</b>	<b>235</b>
<b>Appendix 4 Research Questionnaire .....</b>	<b>245</b>
<b>Appendix 5 Early Observation Table.....</b>	<b>252</b>
<b>Appendix 6 Characteristics of Respondent .....</b>	<b>255</b>
<b>Appendix 7 Validity Test of Occupational Safety and Health Variable .....</b>	<b>258</b>
<b>Appendix 8 Validity Test of Motivation Based on Abraham Maslow Theory's Variable.....</b>	<b>258</b>
<b>Appendix 9 Validity Test of Employee Performance Variable.....</b>	<b>258</b>
<b>Appendix 10 Validity Test of Productivity Variable .....</b>	<b>258</b>
<b>Appendix 11 Reability Test of Variable .....</b>	<b>259</b>
<b>Appendix 12 Result of Outer Loading Test .....</b>	<b>260</b>
<b>Appendix 13 Cross Loading Table .....</b>	<b>263</b>
<b>Appendix 14 AVE Value.....</b>	<b>265</b>
<b>Appendix 15 Inner Model Evaluation Result .....</b>	<b>265</b>
<b>Appendix 16 Descriptive Statistical Analysis of Occupational Safety and Health Variable.....</b>	<b>267</b>
<b>Appendix 17 Descriptive Statistical Analysis of Motivation Based on Abraham Maslow Theory's Variable .....</b>	<b>272</b>
<b>Appendix 18 Descriptive Statistical Analysis of Employee Performance Variable .....</b>	<b>276</b>
<b>Appendix 19 Descriptive Statistical Analysis of Productivity.....</b>	<b>282</b>

## TABLE LIST

<b>Table 1-1 Accident on PT Arutmin Indonesia NPLCT .....</b>	<b>5</b>
<b>Table 1-2 Plant Availability Dept. Maintenance PT Arutmin Indonesia NPLCT .....</b>	<b>7</b>
<b>Table 1-3 Preventive Maintenance Performance PT Arutmin Indonesia NPLCT .....</b>	<b>8</b>
<b>Table 1-4 Early Observation of Motivation Based on Abraham Maslow's Theory .....</b>	<b>10</b>
<b>Table 1-5 Early Observation of Productivity .....</b>	<b>12</b>
<b>Table 4-1 Research Instrument Development Table .....</b>	<b>73</b>
<b>Table 4-2 Likert Scale Instrument .....</b>	<b>75</b>
<b>Table 4-3 Scale Categories .....</b>	<b>77</b>
<b>Table 4-4 Outer Model Criteria.....</b>	<b>87</b>
<b>Table 5-1 Characteristics of Respondent Based on Gender.....</b>	<b>95</b>
<b>Table 5-2 Characteristics of Respondent Based on Sub Departement.....</b>	<b>96</b>
<b>Table 5-3 Characteristics of Respondent Based on Age .....</b>	<b>97</b>
<b>Table 5-4 Characteristics of Respondent Based on Latest Education .....</b>	<b>98</b>
<b>Table 5-5 Characteristics of Respondent Based on Length of Work .....</b>	<b>100</b>
<b>Table 5-6 Characteristics of Respondent Based on Married Status.....</b>	<b>101</b>
<b>Table 5-7 Descriptive Statistics of Data for Each Construct.....</b>	<b>102</b>
<b>Table 5-8 Frequency Distribution of Occupational Safety and Health Variable Health Financing Indicator .....</b>	<b>105</b>
<b>Table 5-9 Frequency Distribution of Occupational Safety and Health Variable Health Service Indicator.....</b>	<b>106</b>
<b>Table 5-10 Frequency Distribution of Occupational Safety and Health Variable Equipment Indicator.....</b>	<b>107</b>
<b>Table 5-11 Frequency Distribution of Occupational Safety and Health Variable Procedures Indicator .....</b>	<b>109</b>
<b>Table 5-12 Frequency Distribution of Occupational Safety and Health Variable Work authority Indicator.....</b>	<b>110</b>

<b>Table 5-13 Frequency Distribution of Occupational Safety and Health Variable Negligence Indicator .....</b>	<b>111</b>
<b>Table 5-14 Frequency Distribution of Occupational Safety and Health Variable .....</b>	<b>113</b>
<b>Table 5-15 Mean Occupational Safety and Health Variable .....</b>	<b>113</b>
<b>Table 5-16 Frequency Distribution of Motivation Based on Abraham Malslow Theory's Variable Physicological Needs Indicator .....</b>	<b>115</b>
<b>Table 5-17 Frequency Distribution of Motivation Based on Abraham Malslow Theory's Variable Safety Needs Indicator .....</b>	<b>116</b>
<b>Table 5-18 Frequency Distribution of Motivation Based on Abraham Malslow Theory's Variable Love Needs Indicator .....</b>	<b>118</b>
<b>Table 5-19 Frequency Distribution of Motivation Based on Abraham Malslow Theory's Variable Esteem Needs Indicator .....</b>	<b>119</b>
<b>Table 5-20 Frequency Distribution of Motivation Based on Abraham Malslow Theory's Variable Self-Actualization Needs Indicator .....</b>	<b>120</b>
<b>Table 5-21 Frequency Distribution of Motivation Based on Abraham Malslow Theory's Variable.....</b>	<b>122</b>
<b>Table 5-22 Mean Motivation Based on Abraham Maslow Theory's Variable.....</b>	<b>122</b>
<b>Table 5-23 Frequency Distribution of Employee Performance Theory's Variable Quantity Indicator .....</b>	<b>123</b>
<b>Table 5-24 Frequency Distribution of Employee Performance Theory's Variable Quality Indicator.....</b>	<b>125</b>
<b>Table 5-25 Frequency Distribution of Employee Performance Theory's Variable Timeliness Indicator .....</b>	<b>126</b>
<b>Table 5-26 Frequency Distribution of Employee Performance Theory's Variable Presence Indicator.....</b>	<b>127</b>
<b>Table 5-27 Frequency Distribution of Employee Performance Theory's Variable Efficiency Indicator.....</b>	<b>129</b>
<b>Table 5-28 Frequency Distribution of Employee Performance Theory's Variable Effectiveness Indicator .....</b>	<b>130</b>
<b>Table 5-29 Frequency Distribution of Employee Performance Theory's ....</b>	<b>131</b>
<b>Table 5-30 Mean Employee Performace Variable .....</b>	<b>132</b>
<b>Table 5-31 Frequency Distribution of Productivity Variable Ability Indicator.....</b>	<b>133</b>
<b>Table 5-32 Frequency Distribution of Productivity Variable Improve the results obtained Indicator.....</b>	<b>134</b>
<b>Table 5-33 Frequency Distribution of Productivity Variable Work Enthusiasm Indicator.....</b>	<b>135</b>
<b>Table 5-34 Frequency Distribution of Productivity Variable Self-develpment Indicator.....</b>	<b>136</b>
<b>Table 5-35 Frequency Distribution of Productivity Variable.....</b>	<b>138</b>
<b>Table 5-36 Mean Productivity Variable.....</b>	<b>138</b>
<b>Table 5-37 Outer Loading Occupational Safety and Health Variable.....</b>	<b>140</b>
<b>Table 5-38 Outer Loading Motivation Based on Abraham Maslow Theory's Variable.....</b>	<b>141</b>
<b>Table 5-39 Outer Loading Productivity Variable .....</b>	<b>142</b>

<b>Table 5-40 Outer Loading Employee Performance Variable .....</b>	<b>143</b>
<b>Table 5-41 Instrument Reliability Testing Results .....</b>	<b>144</b>
<b>Table 5-42 Outer Loading of Each Item of the Indicator .....</b>	<b>147</b>
<b>Table 5-43 Average Variance Extracted (AVE) Value .....</b>	<b>149</b>
<b>Table 5-44 Discriminant Validity Value Based on Cross Loading .....</b>	<b>150</b>
<b>Table 5-45 Fornell Larcker Value .....</b>	<b>152</b>
<b>Table 5-46 Instrument Reliability Test Results .....</b>	<b>153</b>
<b>Table 5-47 R-Square dan Q-Square Value .....</b>	<b>154</b>
<b>Table 5-48 F-Square Value .....</b>	<b>156</b>
<b>Table 5-49 Direct Effect .....</b>	<b>158</b>
<b>Table 5-50 Indirect Effect .....</b>	<b>160</b>
<b>Table 5-51 t-table Value .....</b>	<b>161</b>
<b>Table 5-52 T-statistics dan P-values .....</b>	<b>162</b>
<b>Table 5-53 Mediation Test .....</b>	<b>164</b>
<b>Table 5-54 Hypothesis Probability of the Effect of X1 on Y .....</b>	<b>167</b>
<b>Table 5-55 Hypothesis Probability of the Effect of X2 on Y .....</b>	<b>170</b>
<b>Table 5-56 Hypothesis Probability of the Effect of X1 on Z .....</b>	<b>172</b>
<b>Table 5-57 Hypothesis Probability of the Effect of X2 on Z .....</b>	<b>173</b>
<b>Table 5-58 Hypothesis Probability of the Effect of Z on Y .....</b>	<b>175</b>
<b>Table 5-59 Hypothesis Probability of the Effect of X1 on Y through Z .....</b>	<b>176</b>
<b>Table 5-60 Hypothesis Probability of the Effect of X2 on Y through Z .....</b>	<b>178</b>