

ABSTRAK

FAKTOR - FAKTOR YANG BERHUBUNGAN DENGAN KEPATUHAN KARYAWAN TERHADAP PELAKSAANAAN *STANDARD OPERATING PROCEDURE* PADA PT. BUKIT ASAM

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Industri pertambangan memiliki tingkat risiko kecelakaan kerja yang tinggi, sehingga penerapan Standard Operating Procedure (SOP) menjadi hal penting untuk menjaga keselamatan dan kesehatan kerja. Namun, kepatuhan karyawan terhadap SOP belum sepenuhnya optimal. Penelitian ini bertujuan untuk menganalisis faktor-faktor yang berhubungan dengan kepatuhan karyawan terhadap pelaksanaan SOP, meliputi: hukuman, pengawasan, rekan kerja, persepsi, sikap, motivasi, dan pengetahuan. Penelitian dilakukan di PT Bukit Asam Unit Pelabuhan Tarahan menggunakan pendekatan kuantitatif dengan desain cross-sectional. Jumlah responden sebanyak 63 orang, yang dipilih melalui teknik proportional random sampling. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan uji Chi-Square. Hasil menunjukkan bahwa variabel hukuman, pengawasan, dan pengetahuan memiliki hubungan yang signifikan terhadap kepatuhan terhadap SOP. Sedangkan variabel rekan kerja, persepsi, sikap, dan motivasi tidak memiliki hubungan yang signifikan. Penelitian ini menyimpulkan bahwa peningkatan kepatuhan karyawan terhadap SOP dipengaruhi oleh penegakan disiplin, efektivitas pengawasan, dan edukasi SOP. Oleh karena itu, ketiga faktor ini perlu menjadi fokus utama dalam strategi peningkatan keselamatan kerja di lingkungan industri.

**Kata kunci : Kepatuhan, SOP, hukuman, pengawasan, pengetahuan,
PT Bukit Asam**

ABSTRACT

FACTORS ASSOCIATED WITH EMPLOYEE COMPLIANCE WITH THE IMPLEMENTATION OF STANDARD OPERATING PROCEDURES AT PT. BUKIT ASAM

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The mining industry has a high risk of workplace accidents, making the implementation of Standard Operating Procedures (SOPs) essential for ensuring occupational safety and health. However, employee compliance with SOPs is not yet optimal. This study aims to analyze the factors related to employee compliance with SOP implementation, including punishment, supervision, co-workers, perception, attitude, motivation, and knowledge. The research was conducted at PT Bukit Asam, Tarahan Port Unit, using a quantitative approach with a cross-sectional design. A total of 63 respondents were selected through proportional random sampling. Data were collected using questionnaires and analyzed using the Chi-Square test. The results showed that the variables of punishment, supervision, and knowledge had a significant relationship with SOP compliance. Meanwhile, the variables of co-workers, perception, attitude, and motivation did not show a significant relationship. This study concludes that increased employee compliance with SOPs is influenced by disciplinary enforcement, effective supervision, and SOP-related education. Therefore, these three factors should become the main focus in strategies to improve workplace safety in industrial environments.

**Keywords: Compliance, SOP, Punishment, Supervision, Knowledge,
PT Bukit Asam**