

ABSTRACT

UMKM often operate with limited resources, including employees, so every individual working in UMKM has a great impact on the overall productivity of the company. UMKM Soto Ayam Lamongan "Cak Har" is a small-scale business operating in the culinary industry. These UMKM have several problem factors, namely problems related to work safety awareness, work environment, and workload on employee productivity. The purpose of this study is to measure the influence of Occupational Safety Awareness, Workload, and Work Environment on employee productivity through work motivation. This research contributes to the understanding of factors that affect employee productivity in MSMEs Soto Ayam Lamongan "Cak Har". This study was tested using PLS because to determine the relationship between the variables tested, namely Occupational Safety Awareness, Workload, and Work Environment, had a significant positive effect directly on employee productivity through work motivation. The results of this study stated that Occupational Safety Awareness had a positive and significant influence on work motivation as evidenced by the path coefficients value of 0.348, and the value of $T_{Statistic} = 2.354$ greater than the value of $Z_{\alpha} = 0.05$. The work environment has a significant positive effect on Work Motivation, as evidenced by the value of path coefficients of 0.464, and the value of $T_{Statistic}$ of 3.652 greater than the value of $Z_{\alpha} = 0.05$. Therefore, in the next study, it is hoped that it can analyze more deeply the results in accordance with the managerial implications of this study.

Keywords: *Workload, Occupational Safety Awareness, Work Environment, Productivity, Employees*