

## **ABSTRACT**

*PERUMDA of North Lombok Regency is a company that provides public services/services in the water-beverage sector, organizes public benefits for the community, and fosters Regional Original Revenue (PAD). In the division of house connections and seal meters, work accidents often occur such as being pinched by work materials, workers' hands scratched by work materials, bruises due to work aids, workers with torn wounds, and peeled hands exposed to pipe glue. In its operations, PERUMDA KLU has provided PPE, but there are still many workers with low awareness of K3 so that they are negligent and do not use PPE when working. This is the cause of frequent work accidents. This final project aims to design a reward dan punishment sistem with the aim of increasing worker awareness of K3.*

*The process of designing a reward dan punishment sistem will use the analytical hierarchy process (AHP) method and in determining worker motivation faktors, Herberg's two-faktor theory is used as a reference. AHP tools are used to make it easier to process worker questionnaire results. From the results of the questionnaire processing, three faktors were found that can motivate workers, namely salary, promotion opportunities, and company policies. To design a reward dan punishment sistem, a requirement is needed in the form of a K3 awareness evaluation assessment instrument . With the reward and punishment sistem, the provision of rewards and punishments can be carried out more fairly based on the value obtained by each worker. It is hoped that the design proposal can increase workers' awareness of K3 in their workplace.*

**Keywords — Work Accidents, Reward dan punishment, Awareness K3, AHP**