

## ***ABSTRACT***

*This study aims to examine the effect of occupational safety and health (OSH) on employee performance with job satisfaction as a mediating variable at PT Kaltim Prima Coal. The population in this study consists of 120 employees, with a sample of 75 permanent employees selected using the census method. Data were collected through questionnaires measured using a five-point Likert scale. The analysis was conducted using Structural Equation Modeling (SEM) with the assistance of SmartPLS version 4.1.0.9. The results show that occupational safety and health has a positive and significant effect on employee performance. In addition, job satisfaction plays a mediating role in the relationship between occupational safety and health and employee performance.*

*Keywords : occupational safety and health (K3), employee performance, job satisfaction*