

Faktor-faktor kontekstual komitmen supervisors terhadap Safety Leadership di proyek pembuatan Box Tunnel tahun 2013 = Contextual factors on supervisors commitment towards safety leadership at PT X's Box Tunnel project in 2013

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20331833&lokasi=lokal>

Abstrak

Proyek konstruksi memiliki faktor risiko tinggi atas terjadinya kecelakaan kerja. Penelitian terbaru menyatakan bahwa safety leadership merupakan komponen penting dalam menurunkan angka kecelakaan kerja dan meningkatkan perilaku keselamatan kerja. Sementara itu, studi mengenai safety leadership masih sedikit. Peneliti melakukan studi kualitatif untuk menemukan faktor-faktor kontekstual komitmen supervisors di Proyek pembuatan box tunnel PT. X Depok dengan mengadopsi kerangka job demand-resources model. Hasil penelitian menunjukkan faktor dukungan, otonomi, dan sumber daya personal sebagai faktor pendorong komitmen supervisors atas safety leadership, sedangkan peran ganda sebagai beban tambahan, masalah prosedural, tekanan produksi dan karakteristik tenaga kerja sebagai faktor penghambat.

.....Construction industry projects have high risk factor for work injury. Recent research proved that safety leadership is an important things to decrease the number of accidents rate and increase safety behavior of the workers. However, there are only a few researches studying the factors causing the safety leadership behaviors. The author conducts a qualitative study to find contextual factors that help or hinder the commitment of box tunnel project's supervisors (Construction Industry, specializing in a project to manufacture the box tunnel). By adopting the job demand-resources model framework, the study generates the contextual factors regarding the commitment of box tunnel project's supervisors to safety leadership. The research shows that the factors contributing to supervisors' commitment to safety leadership are the social support, autonomy, and personal resources while those hindering the supervisors' commitment to safety leadership are excessive role load, production goals, formal procedures, and workforce characteristics.