

Analisis safety leadership pada posisi unit pelaksana, unit pengelolaan konstruksi, pimpinan proyek, pimpinan divisi, dan pimpinan departemen operasi proyek infrastruktur di PT. X (kontraktor konstruksi) tahun 2018 = Safety leadership analysis in the position of implementation unit, construction management unit, project manager, division manager, and operation department manager of infrastructure project at PT. X (Construction Contractor) in 2018

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Abstrak

Industri jasa konstruksi memiliki resiko kecelakaan kerja yang tinggi. Sepanjang Agustus 2017 hingga Februari 2018, telah terjadi tiga belas kecelakaan konstruksi dengan tiga kasus fatality accident pada proyek pekerjaan jalan tol dan jalan rel di Indonesia. Safety leadership merupakan salah satu komponen penting dalam meningkatkan kinerja Kesehatan, Keselamatan, Keamanan dan Lingkungan K3L. Penelitian ini mengkaji safety leadership model pada posisi pimpinan di proyek dan departemen operasi proyek infrastruktur PT X yang bergerak di bidang kontraktor konstruksi. Penelitian ini merupakan penelitian deskriptif dengan metode kuantitatif berdasarkan dua variabel utama dari safety leadership, yaitu leadership style transformational leadership dan best practices. Data penelitian didapatkan dari kuesioner dan wawancara pada subyek penelitian serta observasi mengenai penerapan K3L di lokasi proyek PT X pada bulan April dan Mei 2018. Dari hasil penelitian didapatkan bahwa safety leadership masih kurang menonjol kecuali pada posisi General Manager. Hal ini dikarenakan kurangnya pemahaman mengenai kebijakan K3L, kurangnya komunikasi, lemahnya konsistensi dan komitmen penerapan K3L, serta kurangnya tindakan proaktif dan inisiatif saat menghadapi masalah K3L. Hal yang dapat diterapkan untuk meningkatkan safety leadership tersebut antara lain dengan menyusun dan melaksanakan program pelatihan safety leadership bagi semua level pimpinan serta menjaga monitoring pelaksanaan program K3L di tempat kerja.

.....The construction industry has a high risk of occupational injury. Throughout August 2017 to February 2018, there had been thirteen construction accidents with three cases of fatality accidents in toll road and rail road projects in Indonesia. Safety Leadership is one of the important components in improving Safety, Health and Environment SHE performance. This study examines Safety Leadership Model at the lead position in the project and the operations department of the infrastructure project at PT X as a Construction Contractor Company. This study was a descriptive research with quantitative method based on two main variables of Safety Leadership, those are Leadership Style and Best Practice. Research data obtained from questionnaires, interviews, and observations on the application of SHE at PT X's project location in April May 2018. This research obtained that Safety Leadership is still weak except The General Manager. This is due to lacks of understanding of SHE policies, communication, consistency and commitment to the implementation of SHE, proactive and initiative action when facing SHE issues. This suggests that company should improve by preparing and implementing Safety Leadership training program for all manager levels as well as maintaining the monitoring of SHE program implementation in the workplace.