

Analisis pengaruh dimensi safety climate dan dimensi safety behavior terhadap safety outcome: studi pada PT X = Analysis of the impact of safety climate and safety behavior dimensions on safety outcome: empirical study at PT X

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Abstrak

Kesehatan dan keselamatan kerja merupakan isu penting yang tidak dapat diabaikan bagi karyawan, khususnya untuk karyawan yang bekerja pada lingkungan kerja dengan risiko yang tinggi, salah satunya adalah kegiatan ground handling. Beberapa tahun terakhir, perhatian yang cukup besar telah diberikan terhadap safety climate dan perannya dalam mengurangi tingkat kecelakaan kerja. Namun, penelitian terkait safety climate pada kegiatan ground handling masih terbatas. Penelitian ini menggunakan konsep safety climate untuk memahami dampaknya terhadap safety outcome melalui safety behavior sebagai variabel mediasi. Penelitian ini menggunakan survei sebagai metode pengumpulan data yang utama, yang melibatkan 238 karyawan PT X yang bekerja mengoperasikan alat-alat di area apron di bandara. Peneliti melakukan uji hipotesis pada level dimensi menggunakan SmartPLS. Dari hasil penelitian ini menunjukkan bahwa safety supervision, management commitment, dan safety training memiliki pengaruh terhadap safety compliance. Sedangkan co-worker support, management commitment, dan safety training memiliki pengaruh terhadap safety participation. Lebih lanjut dalam penelitian ini ditemukan tidak ada peran mediasi oleh safety compliance dan safety participation dalam pengaruh dimensi-dimensi safety climate terhadap safety outcome.

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Workplace health and safety are important issues that should not be understated for employees especially who work on high-risk working environment, including ground handling activities. In recent years, much attention has been paid to the safety climate and its roles in decreasing the number of workplace injuries. However, there is still a limited number of studies regarding safety climate on ground handling activities. This study employed the concept of safety climate to understand how it impacts the safety outcome mediated by safety behavior. This research employed surveys as the main data collection method and involved 238 respondents from PT X who operates the ground handling equipment in the airports apron area. The researcher tested the hypothesis at the dimensions level using Smart PLS. The results showed that safety supervision, management commitment, and safety training as the predictors of safety compliance. While co-worker support, management commitment, and safety training were the predictors of safety participation. Moreover, the results also showed that there was no mediation role of safety compliance and safety participation in the impact of safety climate on safety outcome.