

Analisis Profil Psychological Safety pada Pekerja Fasilitas Produksi Lepas Pantai di PT. X Tahun 2024 = Analysis on Psychological Safety Profile of Offshore Production Facility's Workers at PT. X in 2024

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Abstrak

Psychological safety yang rendah telah berkontribusi terhadap kecelakaan-kecelakaan besar yang terjadi di industri minyak dan gas bumi. PT. X yang merupakan salah satu industri minyak dan gas bumi di Indonesia merujuk pada hasil Health & Safety Engagement Survey dan analisis cedera akibat kerja menunjukkan bahwa profil psychological safety pada pekerja fasilitas produksi minyak dan gas bumi lepas pantai di PT. X perlu ditingkatkan. Oleh karena itu, penelitian ini bertujuan untuk menganalisis profil psychological safety dan faktor – faktor yang berhubungan dengan profil psychological safety guna dapat memberikan rekomendasi yang tepat dalam rangka peningkatan profil psychological safety pada pekerja fasilitas produksi minyak dan gas bumi lepas pantai di PT. X. Penelitian ini dilakukan pada periode Maret – Juni 2024 di 4 (empat) lokasi menggunakan metode penelitian campuran, yaitu metode kuantitatif dengan desain cross-sectional dan metode kualitatif dengan desain studi kasus. Sampel untuk metode kuantitatif berjumlah 255 responden dan sampel untuk metode kualitatif berjumlah 8 (delapan) informan. Hasil penelitian menunjukkan bahwa sebagian besar responden (65,5%) memiliki profil psychological safety rendah yang berarti sebagian besar responden merasa takut untuk melakukan hal – hal yang berkaitan dengan HSE. Kemudian, dengan menggunakan uji chi square didapatkan bahwa faktor – faktor yang berhubungan dengan profil psychological safety pada pekerja fasilitas produksi minyak dan gas bumi lepas pantai di PT. X, yaitu kompetensi keselamatan (OR 3,37, 95% CI 1,96 – 5,78), kepercayaan (OR 5,35, 95% CI 3,06 – 9,36), tekanan rekan kerja (OR 5,27, 95% CI 3,00 – 9,26), hubungan interpersonal (OR 6,05, 95% CI 3,40 – 10,75), tekanan pekerjaan (OR 4,88, 95% CI 2,80 – 8,50), kecerdasan emosional manajemen lapangan (OR 7,43, 95% CI 3,97 – 13,89), kebijakan, poses dan prosedur (OR 6,94, 95% CI 3,91 – 12,33), penekanan hirarki atasan bawahan (OR 1,88, 95% CI 1,07 – 3,29). Selain itu, faktor lain yang berhubungan dengan profil psychological safety yang terungkap berdasarkan metode kualitatif melalui wawancara semi terstruktur yaitu proses investigasi.

.....Low psychological safety has contributed to major accidents occurred in oil and gas industry. PT. X is an oil and gas industry in Indonesia which referred to the result of Health & Safety Engagement Survey and analysis of occupational injuries showed that psychological safety profile of offshore oil and gas production facility's workers in PT. X need to be improved. Therefore, this research aimed to analyze the psychological safety profile and associated factors of the psychological safety profile in order to provide effective recommendations to improve psychological safety profile of offshore oil and gas production facility's workers in PT. X. This research was conducted during March – June 2024 at 4 (four) locations using mixed methods, which were quantitative method with cross-sectional design and qualitative method with case study design. Samples for the quantitative research were 255 respondent and samples for the qualitative method were 8 (eight) informants. The result showed that most of the respondents (65,5%) have low psychological safety profile which means that most of respondents are afraid to do HSE related matters. Then, used chi square test found that associated factors of the psychological safety profile of offshore oil

and gas production facility's workers in PT. X are safety competence (OR 3,37, 95% CI 1,96 – 5,78), trust (OR 5,35, 95% CI 3,06 – 9,36), co-worker's pressure (OR 5,27, 95% CI 3,00 – 9,26), interpersonal relationship (OR 6,05, 95% CI 3,40 – 10,75), work pressure (OR 4,88, 95% CI 2,80 – 8,50), emotional intelligence of field management (OR 7,43, 95% CI 3,97 – 13,89), policy, process and procedure (OR 6,94, 95% CI 3,91 – 12,33), superior-subordinate hierarchy emphasizing (OR 1,88, 95% CI 1,07 – 3,29). In addition, another associated factor of the psychological safety profile revealed based on the qualitative method by semi-structured interview is investigation process.