ABSTRACT

The number of work accidents is increasing by year. As stated by Loss Causation Model theory that the direct cause of workplace accidents is due to unsafe acts. This study was conducted to determine the relationship between worker characteristics and job factors towards unsafe actions performed by the workers at the plastic department in Company X.

This study was a cross-sectional study using a quantitative approach. Respondents under study were as many as 55 workers. Respondents were selected using simple random sampling while independent variables in this study were age, gender, education level, years of service, knowledge and supervision. Observations were performed to obtain in-depth information concerning to unsafe action.

The results showed that the 67.3% workers in plastic department in Company X performed safe action. The statistical results showed that the gender (sig. 0.047 <α), tenure (sig. 0.002 <α), knowledge (0.011 <α), which indicated that there were relationship with the unsafe action.

The conclusion that can be drawn is that gender, years of service, knowledge can affect the unsafe action. Hence it is necessary the male workers are expected to be more careful in their work. The company can provide training to increase knowledge and experience of the workers. As well as companies can pay more attention, training, supervision, and guidance to new workers and young workers.

**Keywords**: characteristics of workers, risk factors, unsafe action.