ABSTRACT

Employee ignorance on Standard Operational Procedures (SOP) is one of the main causes of workplace accidents. Recent studies show that leadership might affect working attitudes, such as work satisfaction and motivation. This study was conducted to analyze the correlation between path goal leadership implemented by PT. Bangun Sarana Baja Gresik supervisors and employee obedience on company SOP.

This study applied quantitative approach and cross-sectional research design. The data were collected through observation and interview on 52 respondents consisting of employees working at 4 fabrication workshops led by 4 different supervisors. The samples of this study were chosen from the population based on systematic random sampling method. In-depth interviews were conducted to gain more information regarding the variables analyzed in this study. The independent variables analyzed in this study were: age, educational level (background), years of service, and path goal leadership style implemented by the supervisors.

This study found that employee obedience level on company SOP of each working units were different: 86% for drilling unit; 78.57% for marking and cutting unit; 100% for assembly unit; and 41.67% on painting unit. The results of Spearman correlation test indicated that path goal leadership style implemented by the supervisors significantly correlated with obedience level of the employees on company SOP with $p < 0.05$. there were positive correlation among the variables with correlation coefficient 0.416 ($p=0.001$).

Based on these findings, it could be concluded that the better path goal leadership style implementation made by the supervisors the higher employee obedience level on company SOP. The implementation of path goal leadership style should become one of considerations in improving employee obedience on company SOP.

Keyword: Leadership Style, Path Goal Theory, SOP Obedience, Occupational Safety