ABSTRACT

Organizational climate is one of the external factors of labor compliance in implementing occupational safety and health program. Organizational climate consist dimensions that include structure, standards, responsibility, recognition, support and commitment. Meanwhile, labor compliance in implementing occupational safety and health program include compliance in applying 5R, compliance in using PPE and compliance in applying the working procedures / SOP. Good organizational climate will improve labor compliance in implementing occupational safety and health program. This research aims to determine the relationship between organizational climate with labor compliance in implementing occupational safety and health program at PT. ALP Petro industry.

This research was designed a descriptive study that planed by cross sectional study. Samples from this research were all workers at the refinery unit PT. ALP Petro Industry that amounted to 31 workers were divided into 4 groups shift. The independent variable in this research is based on the organizational climate dimensions includes structure, standards, responsibility, recognition, support and commitment. Data from this research were analyzed by Spearman correlation test because all data has an ordinal scale.

The results showed that there is a low correlation between organizational climate with labor compliance in implementing occupational safety and health program of the application of 5R, PPE use and application of working procedures / SOP in PT. ALP Petro Industry.

Based on these results, the organizational climate at the PT. ALP Petro industry is quite well. However, there are several dimensions that need to be improved to increase the labor compliance in implementing occupational safety and health programs. Namely, giving full credence to the worker for responsible in his work and applying a system of reward and punishment in the implementation of occupational safety and health program at PT. ALP Petro Industry.

Keywords : organizational climate, labor compliance, occupational health and safety program