ABSTRACT

Leadership style and implementation of reward and punishment policies are part of the company management that can affect existing factor within the workers namely obedience in implementing occupational health and safety program. An effective leadership style and a good perception of the workers about implementation of reward and punishment policies can increase the workers’ obedience of that program. The research will determine the relationship between leadership style and implementation of reward and punishment policies with obedience of the workers in implementing occupational health and safety program in PT Liku Telaga Gresik.

This research using cross sectional design with quantitative approach. The sample of this research were 50 workers from 4 departments (SAP, ASP, SSP, MNT) who got involved in production process and they were selected by using random sampling technique. The independent variable was transactional and transformational supervisor’s leadership style also the workers’ perception about implementation of reward and punishment policies in occupational health and safety program. The research data analyzed using Spearmen Test because the type of data is ordinal.

The result of this research indicate there is relationship between transactional (p = 0.030) and transformational (p = 0.007) supervisor’s leadership style also the workers’ perception about implementation of reward and punishment (p = 0.043) with obedience of the workers in implementing occupational health and safety program. The better transactional (p = 0.030) and transformational (p = 0.007) supervisor’s leadership style also the workers’ perception about implementation of reward and punishment the better obedience of the workers.

It is suggested that transactional and transformational leadership style should be applied to the fullest and conditionally by supervisor in order to increase the workers’ obedience in implementing occupational health and safety program. The company could give reward and punishment in occupational health and safety program appropriately, by that way will also increase the workers’ obedience.

Keywords : leadership style, reward and punishment policies, obedience of the workers