

ABSTRAK

Industri jasa konstruksi merupakan salah satu sektor industri yang memiliki risiko kecelakaan kerja yang cukup tinggi. Berbagai penyebab utama kecelakaan kerja pada proyek konstruksi adalah hal-hal yang berhubungan dengan karakteristik proyek konstruksi yang bersifat unik, lokasi kerja yang berbeda-beda, terbuka, dipengaruhi cuaca, dan berbagai macam kriteria pekerja. Maka perilaku karyawan dalam bekerja dengan memperhatikan keselamatan sangat perlu untuk menghadapi ancaman resiko kerja yang tinggi di lapangan.

Penelitian ini bertujuan untuk mengetahui pengaruh *Leader Member Exchange* terhadap *Safety Behavior* dengan mediasi *Safety Motivation* dan moderasi *Safety Climate*. Sampel dalam penelitian ini adalah 61 karyawan pada proyek toll Bekasi-Cawang-Kampung melayu (BECAKAYU) di PT. Waskita Karya. Teknik analisis yang digunakan dalam penelitian ini adalah teknik analisis *Partial Least Square* (PLS).

Hasil penelitian menunjukkan bahwa *leader member exchange* tidak berpengaruh signifikan terhadap *safety behavior*. *Safety motivation* sebagai variabel mediasi berpengaruh signifikan pada hubungan *leader member exchange* terhadap *safety behavior*. *Safety climate* sebagai variabel moderasi tidak berpengaruh signifikan pada hubungan *leader member exchange* terhadap *safety behavior*.

Kata Kunci : *Leader member Exchange, Safety Behavior, Safety Motivation, Safety Climate.*

ABSTRACT

Industrial construction services is one of industrial sector that has high enough number of accidents. The majoring causes of work accidents in construction projects is the characteristics of themselves which is unique, the different labor location, open field, the influenced by weather, and the various criteria of workers, thus the behavior of employees in working is need to be required to face the highest risk in the field.

The aim of this research is to find out the effect of Leader Member Exchange towards Safety Behavior by using Safety Motivation as the mediating variables and Safety Climate as the moderating variables. The samples of this research are 61 employees of PT. Waskita Karya that worked for Bekasi-Cawang-Kampung Melayu (BECAKAYU) toll project. The technique analysis that used in this study is Partial Least Square (PLS).

The results of this study show that leader member exchange has no significant effect towards safety behavior. Safety motivation as mediating variables significantly has effect on the relations of leader member exchange towards safety behavior. Safety climate as moderating variable significantly has effect on the relations of leader member exchange towards safety behavior.

Keywords : Leader Member Exchange, Safety Behavior, Safety Motivation, and Safety Climate.