

ABSTRACT

Light rail transit (LRT) Jabodebek is a strategic national project initiated at height of 12-17 meters. Characteristics of the job and the environment LRT station have high risk of job accidents. The impact of workplace accidents causes losses and reduced productivity. The causes of the job accidents are 85-96% because of the unsafe acts and human errors. The characteristics of the LRT project workers have varying ages, years of work, educational levels, personality, safety knowledge and safety behavior. Safety performance can prevent workplace accidents and increase productivity through an individual factor approach. The purpose of the study was to analyze the correlation of age, years of work, education levels, personality, and safety knowledge with safety performance

This research was an quantitative study with an observational research design and a cross-sectional approach. The samples were 78 Kuningan LRT station, taken by simple random sampling technique. The variables studied were safety performance, safety knowledge, personality, age, years of service and education level. The data were analyzed using Spearman Rank correlation

The results showed that there were a correlation between years of work ($p=0.011$), education level ($p = 0.001$), personality ($p = 0.042$) and safety knowledge ($p=0.000$) with safety performance. But there were no correlation between ages ($p=0.058$) with safety performance.

The conclusion of this study are that the higher the education rate and the safety knowledge make the higher safety performance workers. The longer years of work and the higher skor trait in personality, make lower safety performance. The company should require reward (goods, bonus and safety equipment), emergency response training, join safety patrol and implementasion of training need analysis to determine further training

Keywords: ages, education level, personality, safety knowledge, safety performance, years of work

ABSTRAK

Pembangunan *light rail transit* (LRT) Jabodebek merupakan proyek strategis nasional yang dilakukan diatas ketinggian 12-17 meter. Karakteristik pekerjaan dan lingkungan stasiun LRT memiliki risiko tinggi kecelakaan kerja. Dampak kecelakaan kerja menimbulkan kerugian dan penurunan produktivitas. Penyebab kecelakaan kerja adalah 85-96% karena unsafe acts dan kesalahan manusia. Karakteristik pekerja proyek stasiun LRT memiliki variasi usia, masa kerja, tingkat pendidikan, kepribadian, pengetahuan keselamatan dan perilaku keselamatan. Perbaikan *safety performance* dapat mencegah kecelakaan kerja dan meningkatkan produktivitas melalui pendekatan faktor individu. Tujuan dari penelitian ini adalah menganalisis hubungan usia, masa kerja, tingkat pendidikan, kepribadian dan *safety knowledge* dengan *safety performance*

Penelitian ini termasuk penelitian kuantitatif dengan desain penelitian observational dan pendekatan *crosssectional*. Sampel dalam penelitian ini adalah sejumlah 78 responden dengan melalui teknik simpel random sampling. Variabel yang diteliti adalah *safety performance*, *safety knowledge*, kepribadian, usia, masa kerja dan tingkat pendidikan. Analisa data yang digunakan dalam penelitian ini adalah korelasi *Spearman Rank*.

Hasil penelitian menunjukkan terdapat hubungan antara masa kerja ($p=0,011$), tingkat pendidikan ($p=0,001$), kepribadian ($p=0,042$) serta *safety knowledge* ($p=0,000$) dengan *safety performance* sedangkan usia ($p=0,058$) tidak memiliki hubungan dengan *safety performance* .

Kesimpulan penelitian ini adalah semakin tinggi tingkat pendidikan dan *safety knowledge* maka semakin tinggi *safety performance*. Sedangkan semakin lama masa kerja lama dan nilai *trait* yang tinggi pada kepribadian maka *safety performance* akan semakin rendah. Sebaiknya perlu pemberian *reward* (barang, bonus dan perlengkapan keselamatan), pelatihan tanggap darurat, *join safety patrol* dan *training need analysis* untuk menentukan pelatihan selanjutnya.

Kata kunci: kepribadian, masa kerja, *safety knowledge*, *safety performance*, tingkat pendidikan, usia