

ABSTRAKSI

Keselamatan merupakan hal penting yang harus diperhatikan oleh sebuah organisasi. Hal ini dikarenakan keselamatan kerja berkaitan erat dengan kelangsungan hidup pekerja. Apabila perusahaan ingin meningkatkan *safety performance* dalam perusahaan, maka salah satu peran penting adalah perusahaan harus membangun dan mengelola *safety climate* dengan baik. Pengaruh *safety climate* dalam organisasi dapat meningkatkan *psychological empowerment* dan *organizational identification* sehingga tercapai *safety performance* dan *safety performance* dapat lebih meningkat lagi bila *perceived supervisor safety practices* dilakukan dengan baik dalam organisasi.

Tujuan penelitian ini adalah untuk melihat pengaruh *safety climate*, *psychological empowerment* dan *organizational identification* terhadap *safety performance* dengan *perceived supervisor safety practices* sebagai variabel moderasi. Variabel dalam penelitian ini diukur dengan survey pada 80 responden di PT. Dok Pantai Lamongan dengan alat bantu statistik *Partial Least Square (PLS)*. Hasil penelitian ini menunjukkan bahwa berdasarkan hasil olah data maka dapat disimpulkan bahwa *Safety Climate* memiliki pengaruh positif signifikan terhadap *Psychological Empowerment* dan *Organizational Identification*. Demikian pula *Psychological Empowerment* dan *Organizational Identification* memiliki pengaruh positif signifikan terhadap *Safety Performance*. Variabel *perceived supervisor safety practices* terbukti sebagai *pure moderator* yaitu variabel yang memoderasi hubungan antara variabel *Psychological Empowerment* dan variabel *Safety Performance* sedangkan *perceived supervisor safety practices* terbukti sebagai variabel bebas dan tidak terbukti sebagai variabel moderasi dalam hubungan antara *organizational identification* terhadap *safety performance*.

Berdasarkan hasil tersebut diharapkan dapat menjadi masukan bagi manajemen perusahaan untuk tetap terus memelihara *safety climate* dan atasan sangat bertanggung jawab untuk mengkomunikasikan prioritas keselamatan melalui tindakan mereka.

Kata Kunci : *safety climate, psychological empowerment, organizational identification, safety performance, perceived supervisor safety practices*

ABSTRACT

Safety is an important issue which must be concerned by an organization. This is because safety at work closely related to the to the survival of the workers. If the company wants to increase the company's safety performance, then one of the important role is, the company must be build and manage good safety climate in the company. The influence of the safety climate in the company could improve psychological empowerment and organizational identification in order to achieve safety performance, and safety performance could be more increase if the perceived supervisor safety well practices is well performed in the organization.

The main purpose of this research is to see the influences of safety climate, Psychological empowerment and organizational identification toward safety performance with perceived supervisor safety practices as the moderation variable. The variable in this research measured by a survey of 80 respondents in a company PT Dok Pantai Lamongan by using a statistic tools called Partial Least Square (PLS). The result of this research showing that, based on every data could be concluded that Safety Climate having a significant positive influence toward Psychological Empowerment and Organizational Identification. Similarly Psychological Empowerment and Organizational Identification having a significant positive influence for Safety performance.

The perceived supervisor safety practices variable has been proven as a pure moderator; which mean the variable that moderate the relation between Psychological Empowerment variable and Safety Performance variable, meanwhile the perceived supervisor safety practices variable has been proven as the free variable and not proven as a moderate variable in the relation between organizational identification to the safety performance.

Based on this result, hoping that this could be an input for management to keep the safety climate and the director to be responsible to communicate the Safety Priority through their action.

Keywords : : safety climate, psychological empowerment, organizational identification, safety performance, perceived supervisor safety practices