

ABSTRAK

Praktek manajemen keselamatan tidak hanya meningkatkan kondisi kerja tetapi juga secara positif mempengaruhi sikap dan perilaku karyawan yang berkaitan dengan keselamatan, sehingga mengurangi kecelakaan di tempat kerja. Penelitian ini mengukur persepsi karyawan dari *safety management practice*, *safety knowledge*, *safety motivation*, *safety compliance*, dan *safety participation*.

Penelitian ini melakukan survei dengan menyebarkan kuesioner kepada 69 karyawan pelaksana Produksi Pabrik III PT. Petrokimia Gresik. Reliabilitas dan Validitas dari semua indikator diterima. Analisis data menggunakan *Partial Least Square* (PLS) dengan SmartPLS versi 2.0.

Hasil temuan ini adalah *safety management practices* berpengaruh langsung dan signifikan terhadap *safety performance*, *safety management practices* berpengaruh tidak langsung dan signifikan terhadap *safety performance* melalui *safety knowledge*, dan *safety management practices* berpengaruh tidak langsung terhadap *safety performance* melalui *safety motivation*.

Kata Kunci: *Safety management practices, safety knowledge, safety motivation, safety compliance, safety participation.*

Abstract

Safety management practices not only improve working conditions but also positively influence employees' attitudes and behaviours with regard to safety, thereby reducing accidents in workplace. This study measured employees' perceptions on six safety management practices and self-reported safety knowledge, safety motivation, safety compliance and safety participation.

The study conducting a survey using questionnaire among 69 pelaksana Produksi Pabrik III PT. Petrokimia Gresik. The reliability and validity of all the indicators were found acceptable. Data are analyzed using Partial Least Square (PLS) with SmartPLS version 2.0.

The result is safety management practices have direct and significant influence to safety performance, safety management practices have indirect and significant influence to safety performance through safety knowledge, and safety management practices have indirect influence to safety performance through safety motivation.

Keyword: Safety management practices, safety knowledge, safety motivation, safety compliance, safety participation.