

ABSTRACT

**THE ANALYSIS OF FACTORS RELATED TO UNSAFE ACTS
ON WELDERS IN INKA Ltd., MADIUN**

Unsafe acts are diverge actions different from widely acknowledged as safe acts in performing some work. These actions could lead to increasing of likelihood accidents. INKA Ltd. is a railway manufacturing company. In 2014, an occupational accident occurred in this company.

The aim of this study was to analyze correlation among individual characteristics, work factors, work stressors, and OHS motivations with unsafe acts in production unit at INKA Ltd. This study used quantitative approach with a cross sectional study design which was conducted in February until March 2016.

The result found from 43 respondents was 20 respondents conducted safe acts while 23 of them did unsafe act. From bivariate analysis, it was discovered that there was correlation between individual characteristic factors (age, personality type) and unsafe acts, there was correlation between work stressors (Content and control, career issues, interpersonal relationship) and unsafe acts, there was no correlation between OHS motivation and unsafe acts. Finally, there was correlation between work factors (Leadership and Supervision aspects, Engineering, Purchasing, Work Standard, Excessive Wear and tear, Abuse or Misuse) and workers' unsafe acts.

Furthermore, logistic regression analysis was conducted together with sub variables which passed candidate selection ($P\text{-value} < 0.25$) discovered that there was strong significant correlation between exsecive wear and tear and unsafe acts ($P\text{-value} 0.001$ with $\alpha < 0.05$). Based on conclusions, the suggestions for the company are: Establishing OHS management system to ensure implementation of OHS activities; Socialization of SOP including: danger of residual paint on material/iron welding should be conducted by field supervisors or OHS staff; Provision of OHS facility for welders should be adequate; Empowering supervisors in each field unit as OHS staff and OHS supervisors; Cooperating with Vocational High Schools to send its teachers and welders to OHS training; thus, the teachers could guide their intern students to be familiar with OHS equipment and facility in the company.

Keywords: unsafe acts, respondents' characteristics, work stressors, work factors, OHS motivations