

ABSTRAK

Keselamatan kerja merupakan faktor yang penting dalam industri MRO pesawat. Menanggapi hal tersebut, terciptanya *Safety Behavior* merupakan kunci utama agar industri ini tetap bertahan. Terbentuknya *Safety Behavior* dipengaruhi oleh berbagai faktor antara lain adalah bagaimana lingkungan kerja dapat menciptakan iklim yang mendukung nilai – nilai keselamatan kerja, dan persoalan itu merupakan tanggung jawab seluruh individu dalam industri baik pemimpin maupun karyawan. Hal ini menuntut pemimpin untuk senantiasa mengarahkan karyawannya agar bekerja sesuai dengan prosedur keselamatan. Selain itu peran karyawan dalam menciptakan *Safety Behavior* juga diperlukan, mengingat karyawan merupakan individu yang bersentuhan langsung dengan kegiatan - kegiatan yang memerlukan tingkat keselamatan tinggi.

Berdasarkan penjelasan tersebut, penelitian ini bertujuan untuk mengetahui pengaruh *Safety Leadership* dan *Workers' Involvement on Safety* terhadap *Safety Behavior* yang dimediasi oleh *Safety Climate*. Pada penelitian ini menggunakan pendekatan kuantitatif dengan pengumpulan jumlah responden sebanyak 180 karyawan pada departemen *Engineering* PT GMF AeroAsia Tbk dengan sensus *sampling*. Alat pengujian data menggunakan SPSS, dengan teknik analisis data menggunakan *path analysis*. Hasil penelitian menunjukkan bahwa *Safety Leadership* dan *Workers' Involvement on Safety* berpengaruh secara positif signifikan terhadap *Safety Climate*. Hasil selanjutnya menunjukkan *Safety Leadership*, *Workers' Involvement on Safety* dan *Safety Climate* berpengaruh secara positif dan signifikan terhadap *Safety Behavior*, yang artinya kepemimpinan yang mengarahkan kepada keselamatan, keterlibatan pekerja dalam kegiatan keselamatan serta iklim keselamatan kerja dapat berpengaruh secara langsung terhadap *Safety Behavior*. Hasil terakhir menunjukkan bahwa *Safety Climate* memediasi pengaruh *Safety Leadership* dan *Workers' Involvement on Safety* terhadap *Safety Behavior*, yang berarti kolaborasi keduanya akan bermanfaat dalam menumbuhkan *Safety Climate* yang selanjutnya berpengaruh pada peningkatan *Safety Behavior*.

Kata Kunci : *Safety Leadership, Workers' Involvement on Safety, Safety Climate, Safety Behavior*

ABSTRACT

Work safety is an important factor in the aircraft's MRO industry. In response to this, the creation of Safety Behavior is the main key for this industry to survive. Safety Behavior is made by various factors including how the work environment can create a climate that supports the values of work safety, which means all individuals in the industry both leaders and employees take responsibility of those issues. This requires leaders to always direct their employees to work in accordance with safety procedures. In addition, the role of employees in creating Safety Behavior is also necessary, considering that employees are individuals who come in direct contact with activities that require a high level of safety.

Based on this explanation, this study aims to determine the effect of Safety Leadership and Workers' Involvement on Safety to Safety Behavior mediated by Safety Climate. In this study using a quantitative approach with the collection of 180 respondents in the PT GMF AeroAsia Tbk Engineering department with a sampling census. The data testing tool uses SPSS, with data analysis techniques using path analysis. The results of the study show that Safety Leadership and Workers' Involvement on Safety have a significantly positive effect on Safety Climate. The results further show that Safety Leadership, Workers' Involvement on Safety and Safety Climate have a positive and significant effect on Safety Behavior, which means that leadership that leads to safety, employee involvement in safety activities and work safety climate can directly influence Safety Behavior. The final results show that Safety Climate mediates the influence of Safety Leadership and Workers' Involvement on Safety to Safety Behavior, which means that the collaboration of both will be beneficial in growing Safety Climate which in turn influences the increase in Safety Behavior.

Keywords: Safety Leadership, Workers' Involvement on Safety, Safety Climate, Safety Behavior