

Analisis Persepsi Perilaku Mengambil Risiko di Tempat Kerja: Studi pada Site A Tambang Batu Bara PT. XYZ

Ikhwanuddin, Rizky Yuli

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Abstrak

<div style="text-align: justify;">Profil K3 Nasional 2022 di Indonesia menunjukkan bahwa faktor manusia dalam keselamatan merupakan faktor yang berpengaruh terhadap risiko kecelakaan kerja, termasuk di dalamnya perilaku mengambil risiko di tempat kerja. Penelitian ini menggunakan desain cross-sectional dan pendekatan mixed method kuantitatif dan kualitatif, yang bertujuan mendapatkan gambaran persepsi karyawan tentang perilaku mengambil risiko di tempat kerja serta menelusuri faktor-faktor penyebab karyawan berperilaku tersebut. 283 karyawan PT. XYZ Site A dari tingkat manajemen, pengawas, dan pekerja berpartisipasi dalam penelitian ini. Data dikumpulkan melalui kuesioner dengan pertanyaan terbuka serta dianalisa secara kuantitatif dengan menggunakan Uji Statistik Chi-Square, serta secara kualitatif dengan menggunakan Model HFACS (The Human Factors Analysis and Classification System) dan Qualitative Comparative Analysis. Dari hasil Uji Chi-Square, variabel independen yang memiliki nilai Asymp. Sig. (2-sided) di bawah 0,05 (95% CI) adalah jabatan/posisi (0,014), penerimaan perilaku mengambil risiko (0,018), normalisasi kecelakaan kecil (0,002), keputusan akan mengambil risiko (0,000), serta persentase jumlah pelaku pelanggaran (0,032). Hal ini mengindikasikan bahwa kelima variabel tersebut memiliki pengaruh positif dan signifikan terhadap perbuatan melanggar peraturan. Secara kualitatif, faktor-faktor penyebab perilaku mengambil risiko berupa kondisi berpuas diri dan kejenuhan, kurangnya komunikasi, kurangnya pengawasan, kurang tegasnya teguran / hukuman terhadap pelanggaran, serta pembiaran kondisi tidak aman. Secara pengaruh organisasi, manajemen sumber daya, iklim organisasi, serta proses organisasi perlu ditingkatkan kinerjanya. Perusahaan disarankan untuk meningkatkan pengaruh organisasinya ke arah upaya pencegahan perilaku mengambil risiko tersebut, diiringi dengan pemantauan ketat kepada tidak hanya pekerja, namun juga kepada para pengawasnya agar selalu berperilaku selamat.</div>

<div style="text-align: justify;">The 2022 National Occupational Health and Safety (OHS) Profile in Indonesia shows that the human factor in safety is a factor that influences the risk of work accidents, including risk-taking behavior at workplace. This research uses a cross-sectional design and a mixed method of qualitative and quantitative approach, which aims to obtain an overview of employee perceptions towards risk-taking behavior at workplace and to explore the factors causing employees to perform such behavior. 283 employees of PT. XYZ Site A from the management, supervisory, and worker levels participated in this study. Data was collected through a questionnaire with open-ended questions and analyzed quantitatively using the Chi-Square Statistical Test, as well as qualitatively using the HFACS (The Human Factors Analysis and Classification System) Model and Qualitative Comparative Analysis. From the results of the Chi-Square Test, the independent variables that have a value of Asymp. Sig. (2-sided) below 0.05 (95% CI) are job title/position (0.014), acceptance of risk-taking behavior (0.018), normalization of minor accidents (0.002), decision to take risks (0.000), and the percentage of the number of violators (0.032). This indicates that those five variables have a positive and significant effect on rule-breaking. Qualitatively, factors causing risk-taking behavior are the conditions of

complacency and boredom, lack of communication, lack of supervision, lack of strong punishment on violations, as well as ignorance on unsafe conditions. As per organizational influences, the resource management, organizational climate, and organizational processes need improvement on their performance. The company is advised to increase its organizational influence towards efforts to prevent this risk-taking behavior, by carrying out strict monitoring not only to the workers, but also to the supervisors so that they always behave safely.</div>