"Hubungan Antara Iklim Keselamatan, Kepemimpinan Keselamatan, Contractor Safety Management System (CSMS) Dan Kinerja Keselamatan di Perusahaan ICT Provider PT X Pada Sektor Migas Tahun 2025 "

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Abstrak

Penelitian ini bertujuan untuk mengeksplorasi hubungan antara iklim keselamatan, kepemimpinan keselamatan, Contractor Safety Management System (CSMS), dan kinerja keselamatan pada perusahaan penyedia layanan teknologi informasi dan komunikasi (ICT provider) PT X yang beroperasi di sektor migas pada tahun 2025. Latar belakang penelitian ini didorong oleh meningkatnya keterlibatan kontraktor dalam kegiatan operasional migas, yang menuntut penerapan sistem manajemen keselamatan yang efektif serta kepemimpinan yang berfokus pada penguatan budaya keselamatan kerja. Pendekatan penelitian yang diterapkan bersifat kuantitatif, dengan analisis Partial Least Squares Structural Equation Modeling (PLS-SEM) untuk menilai hubungan kausal antar variabel laten. Data dikumpulkan melalui survei menggunakan kuesioner yang disebarkan kepada personel internal dan eksternal (kontraktor) yang terlibat dalam proyek di PT X. Hasil analisis menunjukkan bahwa iklim keselamatan memiliki pengaruh positif dan signifikan terhadap kepemimpinan keselamatan (β = 0,850) dan CSMS (β = 0,407), namun pengaruh langsungnya terhadap kinerja keselamatan tidak signifikan (β = -0,022). Sementara itu, kepemimpinan keselamatan juga memberikan pengaruh positif terhadap CSMS (β = 0,212), tetapi tidak signifikan terhadap kinerja keselamatan secara langsung (β = 0,012). Di sisi lain, CSMS terbukti memiliki pengaruh positif dan signifikan terhadap kinerja keselamatan (β = 0,890), menunjukkan perannya sebagai variabel mediasi utama yang menghubungkan iklim dan kepemimpinan keselamatan dengan kinerja keselamatan. Nilai R² kinerja keselamatan sebesar 0,879 mengindikasikan bahwa model penelitian ini mampu menjelaskan sekitar 87,9% variasi kinerja keselamatan melalui kontribusi ketiga variabel tersebut. Temuan ini menegaskan bahwa peningkatan kinerja keselamatan pada perusahaan ICT provider di sektor migas sangat tergantung pada implementasi CSMS yang efektif, serta dukungan iklim dan kepemimpinan keselamatan yang kuat di seluruh tingkatan organisasi. <hr /> This study aims to explore the relationship between safety climate, safety leadership, Contractor Safety Management System (CSMS), and safety performance at PT X, an information and communication technology (ICT) provider operating in the oil and gas sector, in 2025. The background of this study is driven by the increasing involvement of contractors in oil and gas operational activities, which requires the implementation of an effective safety management system and leadership that focuses on strengthening a work safety culture. The research approach applied is quantitative, with Partial Least Squares Structural Equation Modeling (PLS-SEM) analysis to assess the causal relationship between latent variables. Data were collected through a survey using questionnaires distributed to internal and external personnel (contractors) involved in projects at PT X. The results of the analysis show that safety climate has a positive and significant influence on safety leadership (β = 0.850) and CSMS (β = 0.407), but its direct influence on safety performance is not significant (β = -0.022). Meanwhile, safety leadership also had a positive effect on CSMS (β = 0.212), but was not directly significant on safety

performance (β = 0.012). Conversely, CSMS was shown to have a positive and significant effect on safety performance (β = 0.890), indicating its role as a key mediating variable linking safety climate and leadership to safety performance. The R² value for safety performance of 0.879 indicates that this research model is able to explain approximately 87.9% of the variation in safety performance through the contribution of these three variables. This finding confirms that improving safety performance in ICT providers in the oil and gas sector is highly dependent on the implementation of an effective CSMS, as well as the support of a strong safety climate and leadership at all levels of the organization.