

Analisis Hubungan Iklim Keselamatan, Otonomi, Keterkaitan, dan Kompetensi Terhadap Kepatuhan Keselamatan Melalui Mediasi Motivasi Keselamatan di PT X

Fadhli, Febri Raihan

Deskripsi Lengkap: <https://lib.fkm.ui.ac.id/detail.jsp?id=139150&lokasi=lokal>

Abstrak

<div style="text-align: justify;">Industri manufaktur menyumbang kasus kecelakaan tertinggi di Indonesia (22,3% total kasus), dengan perilaku kepatuhan manusia menjadi faktor penyebab kecelakaan terbesar. PT X adalah salah satu industri manufaktur di Indonesia dengan penerapan sistem keselamatan yang baik secara teknis, namun kasus kecelakaan masih menunjukkan stagnansi dalam 2 tahun terakhir dan tidak mengalami penurunan tren. Hal ini menunjukkan pentingnya memahami pendekatan motivasional, iklim keselamatan, dan psikologis untuk lebih memahami faktor pembentuk perilaku kepatuhan keselamatan pekerja. Penelitian ini bertujuan menguji peran mediasi motivasi keselamatan sebagai mediator dalam hubungan antara iklim keselamatan pada kepatuhan keselamatan, serta hubungan antara kebutuhan psikologis dasar pada kepatuhan keselamatan. Selain itu, penelitian ini juga menguji hubungan antara iklim keselamatan, motivasi keselamatan, kebutuhan psikologis dasar, serta kepatuhan keselamatan. Penelitian ini menggunakan pendekatan kuantitatif dengan desain cross-sectional, menggunakan bantuan metode kualitatif berupa wawancara untuk memperkuat interpretasi hasil. Partisipan penelitian berjumlah 128 pekerja bagian produksi di lingkungan PT X, yang dipilih dengan teknik stratified random sampling untuk pekerja kontraktor dan purposive sampling untuk pekerja PT X. Pengumpulan data dilakukan menggunakan kuesioner Safety Climate Scale, Work-Related Basic Need Satisfaction Scale, Safety Motivation Scale, dan Safety Compliance Scale. Data yang terkumpul dianalisis menggunakan uji statistik spearman untuk analisis inferensial (hubungan), serta menggunakan uji PROCESS Macro model 4 untuk menguji mediasi. Hasil analisis inferensial menunjukkan adanya hubungan antara iklim keselamatan dengan kebutuhan psikologis dasar (P-value = 0,005), iklim keselamatan dengan motivasi keselamatan (P-value = 0,000), kebutuhan psikologis dasar dengan motivasi keselamatan (P-value = 0,000), dan motivasi keselamatan dengan kepatuhan keselamatan (P-value = 0,000). Selain itu, motivasi keselamatan juga terbukti menjadi mediator dalam hubungan antara iklim keselamatan (β = 0,383; 95% CI = 0,171 – 0,588) dan kebutuhan psikologis dasar (β = 0,583; 95% CI = 0,309 – 0,873) terhadap kepatuhan keselamatan. Hasil analisis ini menandakan bahwa faktor motivasi keselamatan, iklim keselamatan, dan pemenuhan kebutuhan psikologis dasar pekerja berhubungan dalam pembentukan perilaku kepatuhan keselamatan pekerja yang otonom dan berkelanjutan.</div><hr /><div style="text-align: justify;">The manufacturing industry accounts for the highest proportion of workplace accident cases in Indonesia (22.3% of total cases), with human compliance behavior being identified as the leading contributing factor. PT X is a manufacturing company in Indonesia with a technically sound safety system; however, workplace accidents have remained stagnant over the past two years (2024–2025) without any declining trend. This highlights the importance of understanding motivational, safety climate, and psychological approaches in order to better explain the factors shaping workers' safety compliance behavior. This study aims to examine the mediating role of safety motivation in the relationship between safety climate and safety compliance, as well as between basic psychological needs and safety compliance. Additionally, this study examines the

relationships among safety climate, basic psychological needs, safety motivation, and safety compliance. This study employed a quantitative approach with a cross-sectional design, supplemented by qualitative interviews to strengthen the interpretation of findings. A total of 128 production workers at PT X participated in this study, selected through stratified random sampling for contractor workers and purposive sampling for PT X employees. Data were collected using the Safety Climate Scale, Work-Related Basic Need Satisfaction Scale, Safety Motivation Scale, and Safety Compliance Scale, and were analyzed using Spearman tests for inferential analysis and PROCESS Macro Model 4 for mediation testing. The inferential results revealed significant relationships between safety climate and basic psychological needs (P -value = 0.005), safety climate and safety motivation (P -value = 0.000), basic psychological needs and safety motivation (P -value = 0.000), and safety motivation and safety compliance (P -value = 0.000). Furthermore, safety motivation was confirmed as a mediator in the relationship between safety climate (β = 0.383: 95% CI = 0.171 – 0.588) and basic psychological needs (β = 0.583: 95% CI = 0.309 – 0.873) on safety compliance. These findings indicate that safety compliance cannot be established through procedural systems alone, but also requires attention to the quality of safety motivation and the fulfillment of workers' basic psychological needs as the foundation for autonomous and sustained safety compliance behavior.