

Pengaruh Praktik Manajemen Keselamatan dan Kesehatan Kerja (K3) terhadap Safety Performance Pekerja melalui Safety Knowledge di Industri Pertambangan Tahun 2026

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Abstrak

<div style="text-align: justify;">Kecelakaan kerja masih menjadi persoalan serius di sektor pertambangan karena industri ini tergolong berisiko tinggi, sementara safety performance kerap digunakan sebagai indikator kinerja keselamatan dan kesehatan kerja (K3). Penelitian yang ada masih relatif menguji safety performance dari satu faktor secara terpisah. Oleh karena penelitian ini bertujuan untuk menganalisis pengaruh praktik manajemen K3 terhadap safety performance melalui safety knowledge pada pekerja industri pertambangan tahun 2026. Desain yang digunakan adalah cross-sectional dengan metode survei yang diisi oleh 769 pekerja di dua perusahaan pertambangan di Indonesia. Data dikumpulkan menggunakan kuesioner dan dianalisis secara bivariat dengan uji Chi-Square serta secara multivariat menggunakan Partial Least Squares-Structural Equation Modeling (PLS-SEM). Hasil penelitian menunjukkan bahwa usia ($p=0,01$) dan posisi pekerjaan ($p=0,029$) memiliki hubungan yang signifikan dengan safety performance, sedangkan masa kerja ($p=0,801$) dan pendidikan ($p=0,97$) tidak menunjukkan hubungan yang signifikan. Hasil penelitian juga menunjukkan bahwa praktik manajemen K3 berpengaruh positif dan signifikan terhadap safety performance, praktik manajemen K3 juga berpengaruh positif dan signifikan terhadap safety knowledge, serta safety knowledge berpengaruh positif dan signifikan terhadap safety performance. Selain itu, safety knowledge terbukti memediasi secara parsial pengaruh praktik manajemen K3 terhadap safety performance. Penelitian ini menyarankan agar perusahaan memperkuat konsistensi implementasi praktik manajemen K3, terutama aspek safety training dan safety communication and feedback, serta safety performance dalam aspek safety participation.</div><hr /><div style="text-align: justify;">Workplace accidents remain a serious issue in the mining sector because the industry is considered high-risk, while safety performance is often used as an indicator of occupational safety and health (OHS) performance. Previous studies have relatively examined safety performance from a single factor separately. Therefore, this study aimed to analyze the relationship between OHS management practices and safety performance through safety knowledge among mining workers in 2026. This study used a cross-sectional design with a survey method involving 769 workers from two mining companies in Indonesia. Data were collected using a questionnaire and analyzed bivariately using the Chi-Square test and multivariately using Partial Least Squares-Structural Equation Modeling (PLS-SEM). The results showed that age ($p = 0.01$) and job position ($p = 0.029$) were significantly associated with safety performance, whereas years of service ($p = 0.801$) and education level ($p = 0.97$) were not significantly associated. The results also showed that OHS management practices had a positive and significant effect on safety performance, OHS management practices had a positive and significant effect on safety knowledge, and safety knowledge had a positive and significant effect on safety performance. In addition, safety knowledge was proven to partially mediate the effect of OHS management practices on safety performance. This study suggests that companies should strengthen the consistency of implementing OHS management practices, especially in safety training and safety communication and feedback, as well as improve safety performance in the aspect of safety

participation.</div>