

Analisis Determinan Psychological Safety pada Industri Manufaktur di Perusahaan X Tahun 2026

Fadhilah, Salwa

Deskripsi Lengkap: <https://lib.fkm.ui.ac.id/detail.jsp?id=139623&lokasi=lokal>

Abstrak

Psychological safety merupakan aspek yang penting dalam menciptakan lingkungan kerja yang sehat dan mendukung partisipasi pekerja. Penelitian ini bertujuan menganalisis faktor-faktor yang berhubungan dengan psychological safety pada pekerja di Perusahaan X. Penelitian kuantitatif dengan desain cross-sectional ini melibatkan 234 pekerja yang dipilih menggunakan proportionate random sampling berdasarkan departemen. Variabel independen meliputi faktor individu (jenis kelamin, tingkat pendidikan, internal work locus of control, eksternal work locus of control dan career adaptability), faktor pekerjaan (leader-member exchange, negative workplace gossip, positive workplace gossip, work autonomy, dan role ambiguity), serta faktor organisasi (transformational leadership, hierarchical structure, communication quality, dan organizational orientation). Analisis dilakukan menggunakan regresi linear sederhana. Hasil penelitian menunjukkan rata-rata skor psychological safety sebesar 147,57 $\pm$ 17,47 (skala 1-180), dengan dimensi mutual trust/respect memiliki skor rata-rata tertinggi. Faktor individu yang berhubungan signifikan dengan psychological safety adalah internal work locus of control, career adaptability, dan tingkat pendidikan, sedangkan jenis kelamin dan external work locus of control tidak berhubungan signifikan. Pada faktor pekerjaan, leader-member exchange, work autonomy, dan role ambiguity berhubungan signifikan dengan psychological safety, sedangkan negative workplace gossip dan positive workplace gossip tidak berhubungan signifikan. Seluruh faktor organisasi, yaitu transformational leadership, hierarchical structure, communication quality, dan organizational orientation, menunjukkan hubungan positif yang signifikan dengan psychological safety.

Psychological safety is an essential aspect of creating a healthy work environment and encouraging employee participation. This study aimed to examine the factors associated with psychological safety among manufacturing workers at Company X. This quantitative study employed a cross-sectional design involving 234 workers selected using proportionate stratified random sampling based on department. The independent variables included individual factors (gender, educational level, internal work locus of control, external work locus of control, and career adaptability), job-related factors (leader-member exchange, negative workplace gossip, positive workplace gossip, work autonomy, and role ambiguity), and organizational factors (transformational leadership, hierarchical structure, communication quality, and organizational orientation). Data were analyzed using simple linear regression. The results showed that the mean psychological safety score was 147.57 $\pm$ 17.47 (range: 1-180), with mutual trust/respect demonstrating the highest mean score among the dimensions. Among the individual factors, internal work locus of control, career adaptability, and educational level were significantly associated with psychological safety, whereas gender and external work locus of control were not. Regarding job-related factors, leader-member exchange, work autonomy, and role ambiguity were significantly associated with psychological safety, while negative workplace gossip and positive workplace gossip showed no significant associations. All organizational factors, namely transformational leadership, hierarchical structure,

communication quality, and organizational orientation, were positively and significantly associated with psychological safety.</div>