

## **Kajian safety leadership pada posisi supervisor, foreman dan leadman pada proyek MHBL di PT. AD (tambang batubara) tahun 2013**

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### **Abstrak**

**ABSTRAK** Tesis ini membahas karakteristik dan profil dari safety leadership (SL) pada posisi Supervisor, Foreman dan Leadman pada proyek MHBL di PT. AD yang merupakan tambang batubara. Selain penilaian dilakukan dari sisi supervisor, foreman dan leadman, juga dilakukan penilaian dari sisi operator yang dipimpin langsung oleh ketiga posisi manajemen lini tersebut. Penelitian ini adalah penelitian semi kuantitatif dengan desain deskriptif, dimana objek penelitian terdiri dari 4 posisi: supervisor, foreman, leadman dan operator. Penelitian ini menggunakan pendekatan teori dari Thomas Krause (2005) mengenai safety leadership yang dipengaruhi oleh 4 faktor: Personality, Transformational Leadership Style, Best Practices dan Organizational Culture. Peneliti hanya menggunakan 3 variabel pertama sebagai konsep penelitian. Hasil penelitian menunjukkan bahwa supervisor, foreman dan leadman menunjukkan hasil yang belum optimal dalam pemenuhan safety leadership di tempat kerja. Sedangkan hasil penilaian operator terhadap safety leadership supervisor, foreman dan leadman di tempat kerja menunjukkan hasil yang baik pada variabel transformational leadership dan best practices, namun pada variabel personality belum memenuhi kriteria safety leadership.

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**ABSTRACT** This research discussed the characteristic and profile of Safety Leadership in job position of Supervisor, Foreman and Leadman in MHBL project at PT. AD which is the second largest coal producer in Indonesia. The evaluation also conducted on operator/ tradesman level which directly supervise within those three levels of frontline management. It's a semi quantitative research with descriptive design, in which the research objects are four job positions: supervisor, foreman, leadman and operator. The approach being used in this Thesis is Thomas Krause's theory (2005) of Safety Leadership, which influenced by four factors: Personality, Transformational Leadership Style, Best Practices and Organizational Culture. Researcher took three variables and excludes the organizational culture, as the concept of the research. The result shows that supervisor, foreman and leadman has not fulfil the criteria of safety leadership in their workplace, while the evaluation form operator shown that their supervisor, foreman and leadman already fill the transformational leadership and best practices criteria, although the personality criteria hasn't fully achieved in safety leadership.