

**HUBUNGAN FAKTOR INDIVIDU DAN  
SAFETY MANAGEMENT PRACTICES TERHADAP  
PERILAKU KESELAMATAN KARYAWAN PRODUKSI  
PT ESSENCE INDONESIA (IFF) PLANT KARAWANG  
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**Abstrak**

Perilaku keselamatan pekerja berperan penting dalam mencegah kecelakaan kerja maupun kejadian yang tidak diinginkan, mengingat banyak sekali potensi bahaya dan risiko yang ada selama proses produksi di PT Essence Indonesia (IFF). Penelitian ini bertujuan untuk mengetahui hubungan faktor individu dan *safety management practices* terhadap perilaku keselamatan karyawan produksi. Penelitian ini menggunakan metode kuantitatif dengan desain *cross sectional*. Populasi penelitian berjumlah 97 sehingga sampel yang ditetapkan sebesar 75 diperoleh menggunakan teknik *purposive sampling*. Alat ukur yang digunakan adalah kuesioner dan data dianalisis dengan menggunakan *chi-square*. Hasil penelitian menunjukkan sebanyak 49,3% karyawan memiliki perilaku keselamatan kurang baik dan disimpulkan bahwa terdapat hubungan signifikan antara pengetahuan K3 ( $p\text{-value}=0,004$ ; POR=4,61), *awareness* K3 ( $p\text{-value}=0,000$ ; POR=7,64), persepsi terhadap risiko ( $p\text{-value}=0,010$ ; POR=4,53), motivasi berperilaku aman ( $p\text{-value}=0,000$ ; POR=13,96), dan *safety management practices* ( $p\text{-value}=0,004$ ; POR=4,51) dengan perilaku keselamatan. Diharapkan perusahaan meningkatkan perilaku keselamatan pekerja baik dari segi faktor individu seperti pelatihan dan *drill* serta faktor *safety management practices* dengan menyediakan wadah untuk menyampaikan persepsi yang dapat meningkatkan komitmen manajemen

**Kata Kunci** : Faktor Individu, Karyawan Produksi, Perilaku Keselamatan, *Safety Management Practices*

**ASSOCIATION BETWEEN INDIVIDUAL FACTORS AND  
SAFETY MANAGEMENT PRACTICES WITH  
SAFETY BEHAVIOR OF PRODUCTION WORKER  
PT ESSENCE INDONESIA (IFF) KARAWANG PLANT IN 2023**

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**Abstract**

Worker safety behavior is essential in preventing work accidents and unwanted incidents, considering the many potential hazards and risks during the PT Essence Indonesia (IFF) production process. This study aims to determine the relationship between individual factors and safety management practices on the safety behavior of production employees. This study used a quantitative method with a cross-sectional design. The study population was 97, so the sample set at 75 was obtained using a purposive sampling technique. The measuring instrument used was a questionnaire, and data were analyzed using chi-square. The results of the study showed that 49.3% of employees had poor safety behavior and concluded that there was a significant relationship between OSH knowledge (p-value=0.004; OR=4.61), OSH awareness (p-value=0.000; OR=7, 64), perception of risk (p-value=0.010; OR=4.53), motivation to behave safely (p-value=0.000; OR=13.96), and safety management practices (p-value=0.004; OR= 4.51) with safety behavior. The company is encouraged to improve worker safety behavior regarding individual factors such as training and drills and safety management practices by providing a forum for conveying perceptions that can increase management commitment.

**Keywords:** Individual Factors, Production Worker, Safety Behavior, Safety Management Practices.