HUBUNGAN *SAFETY CLIMATE, SAFETY MANAGEMENT,* DAN *SAFETY KNOWLEDGE* DENGAN *SAFETY PERFORMANCE* PEKERJA PADA PT LOGISTIK TAHUN 2024

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Abstrak

PT Logistik, penyedia jasa pengiriman barang berbagai industri mengharuskan pekerja operasionalnya berdampingan dengan beragam potensi bahaya dan risiko dalam proses kerjanya. Hal tersebut mengakibatkan terjadinya insiden yang disebabkan oleh tidak optimalnya penerapan *safety performance* pekerja. Beberapa hal yang dapat mempengaruhi *safety performance*, yaitu *safety climate, safety management,* dan *safety knowledge.* Tujuan dari penelitian ini adalah untuk mengetahui hubungan ketiga hal tersebut dengan *safety performance* pekerja pada PT Logistik. Populasi penelitian berjumlah 397 dan diambil sejumlah 110 pekerja sebagai sampel dengan teknik *purposive sampling.* Instrumen penelitian adalah adaptasi dari kuesioner penelitian terdahulu yang telah diuji validitas dan reliabilitasnya. Desain penelitian ini menggunakan *cross-sectional* dengan uji *chi-square* untuk analisis data secara bivariat. Hasil penelitian menemukan 65,5% pekerja memiliki *safety performance* kurang baik. Terdapat hubungan antara *safety climate* ($p\text{-value}$ = 0,002), *safety management* ($p\text{-value}$ = 0,001), dan *safety knowledge* ($p\text{-value}$ = 0,004) dengan *safety performance* pekerja. Bagi pekerja diharap dapat memahami keselamatan dan berpartisipasi dalam program keselamatan. Bagi perusahaan diharap melakukan pengawasan rutin terhadap alat kerja, melibatkan pekerja dalam pengambilan keputusan keselamatan, dan memberikan pelatihan kepada seluruh pekerja.

Kata kunci: Logistik, Pekerja, *Safety Climate, Safety Management, Safety Knowledge, Safety Performance*

THE RELATIONSHIP BETWEEN SAFETY CLIMATE, SAFETY MANAGEMENT, AND SAFETY KNOWLEDGE WITH THE SAFETY PERFORMANCE OF WORKERS AT PT LOGISTIK IN 2024

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Abstract

PT Logistik, a provider of goods delivery services for various industries, requires its operational workers to be side by side with various potential hazards and risks in the work process. This results in incidents caused by the non-optimal application of worker safety performance. The purpose of this study was to determine the relationship between things with the safety performance of workers at PT Logistik. The study population amounted to 397 and 110 workers were taken as samples using purposive sampling technique. The research instrument was an adaptation of a previous research questionnaire that had been tested for validity and reliability. This research design uses cross-sectional with chi-square test for bivariate data analysis. The results found that 65.5% of workers had poor safety performance. The study found significant relationships between safety climate, safety management, safety knowledge, and workers' safety performance, with p-values of 0.002, 0.001, and 0.004, respectively. Workers are expected to understand safety and participate in safety programs. The company is expected to conduct routine supervision of work tools, involve workers in safety decision making, and provide training to all workers.

Keywords: Logistics, Workers, Safety Climate, Safety Management, Safety Knowledge, Safety Performance