

# **DETERMINAN PERILAKU KESELAMATAN PEKERJA BERDASARKAN IKLIM KESELAMATAN, FAKTOR INDIVIDU, DAN FAKTOR ORGANISASI DI PT X TAHUN 2025**

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## **Abstrak**

Perilaku keselamatan merupakan tindakan nyata yang dilakukan oleh individu untuk melindungi diri sendiri dan orang lain dari potensi bahaya di lingkungan kerja, serta berperan penting dalam upaya pencegahan kecelakaan kerja. Penelitian ini bertujuan untuk menganalisis determinan perilaku keselamatan pekerja di PT X berdasarkan iklim keselamatan, faktor individu (usia, masa kerja, durasi kerja, dan tingkat pendidikan), serta faktor organisasi (*reward* dan *punishment*). Penelitian ini menggunakan pendekatan kuantitatif dengan desain potong lintang (*cross-sectional*). Data dikumpulkan melalui data primer berupa pengisian kuesioner dan data sekunder berupa gambaran umum perusahaan di PT X. Sampel penelitian adalah populasi pekerja di PT X sebanyak 70 responden. Analisis data dilakukan secara bertahap meliputi analisis univariat, analisis bivariat, serta analisis multivariat menggunakan regresi logistik berganda. Hasil penelitian menunjukkan bahwa proporsi perilaku keselamatan pekerja pada tahun 2025 sebesar 57,1% responden berperilaku aman. Faktor komitmen keselamatan pekerja menjadi faktor yang mempengaruhi perilaku keselamatan pekerja di PT X (POR = 6,3; dan 95% CI = 1,131–36,176). Rekomendasi yang dapat dilakukan dengan memperkuat komitmen keselamatan pekerja melalui penerapan peraturan, komunikasi yang terbuka, pengawasan yang konsisten, serta pelatihan keselamatan yang berkelanjutan guna mendorong perilaku keselamatan yang lebih optimal.

**Kata Kunci:** Perilaku keselamatan, Iklim Keselamatan, Faktor Individu, Faktor Organisasi, Pekerja

# **DETERMINANTS OF WORKERS' SAFETY BEHAVIOR BASED ON SAFETY CLIMATE, INDIVIDUAL FACTORS, AND ORGANIZATIONAL FACTORS AT PT X IN 2025**

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## **Abstract**

Safety behavior refers to observable actions performed by individuals to protect themselves and others from potential hazards in the workplace and plays a crucial role in preventing occupational accidents. This study aimed to analyze the determinants of workers' safety behavior at PT X based on safety climate, individual factors (age, length of employment, working hours, and educational level), and organizational factors (rewards and punishments). This study employed a quantitative approach with a cross-sectional design. Data were collected through primary data obtained from questionnaire responses and secondary data consisting of the general company profile of PT X. The study sample comprised the entire population of workers at PT X, totaling 70 respondents. Data analysis was conducted in stages, including univariate, bivariate, and multivariate analyses using multiple logistic regression. The results showed that in 2025, 57.1% of respondents demonstrated safe behavior. Workers' safety commitment was identified as a significant factor influencing safety behavior at PT X (POR = 6.3; 95% CI = 1.131–36.176). Recommendations include strengthening workers' safety commitment through the implementation of regulations, open communication, consistent supervision, and continuous safety training to promote more optimal safety behavior.

**Keywords:** Safety Behavior, Safety Climate, Individual Factors, Organizational Factors, Workers