

PENGARUH *BIG FIVE PERSONALITY* DENGAN *SAFETY BEHAVIOR* PADA PEKERJA DI PT X TAHUN 2025

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Abstrak

Sebanyak 54.454 kasus kecelakaan kerja akibat *unsafe act* terjadi di PT X dari tahun 2005 sampai dengan 2024. Tingginya angka *unsafe act* tersebut menunjukkan tingkat *safety behavior* pekerja masih kurang baik. Faktor individu merupakan salah satu faktor yang memengaruhi *safety behavior*. Penelitian ini memiliki tujuan untuk menganalisis pengaruh *big five personality* dengan *safety behavior* pada pekerja di PT. X tahun 2025. Penelitian ini menggunakan desain studi *cross sectional* dengan teknik *random sampling*. Data primer dikumpulkan melalui penyebaran kuesioner yang diisi menggunakan *Microsoft Forms*, dengan jumlah partisipan sebanyak 111 responden, meliputi kuesioner karakteristik individu, *safety behavior*, dan NEO-PI-R. Variabel yang dianalisis adalah usia, masa kerja, jam kerja, dan *Big Five Personality*. Analisis data dilakukan secara bertahap, mulai dari analisis univariat hingga multivariat. Hasil analisis menunjukkan proporsi *safety behavior* kurang baik sebesar 54,1%. *Conscientiousness* (P-value: 0,013; PR: 3,693; 95% CI: 1,320-10,329) dan *neuroticism* (P-value: 0,018; PR: 3,420; 95% CI: 1,238-9,449) menjadi faktor dominan yang memengaruhi *safety behavior* di PT X. Responden dengan tingkat *conscientiousness* rendah dan *neuroticism* tinggi lebih berisiko untuk melakukan *unsafe behavior*. Pekerja perlu mengelola emosi dan kepribadiannya sehingga tidak menimbulkan *unsafe behavior*. Perusahaan perlu melakukan skrining kepribadian pekerja, serta mengembangkan dan mengaktifkan kembali program untuk meningkatkan *safety behavior*.

Kata Kunci: *Big Five Personality, Conscientiousness, Neuroticism, Pekerja Blue Collar, Safety Behavior*

THE INFLUENCE OF BIG FIVE PERSONALITY ON SAFETY BEHAVIOR AMONG EMPLOYEES AT PT X IN 2025

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Abstract

A total of 54,454 occupational accident cases caused by unsafe acts occurred at PT X between 2005 and 2024, indicating persistently suboptimal safety behavior among workers. Personality is an individual factor that may influence safety behavior in the workplace. This study aimed to analyze the effect of the Big Five Personality traits on safety behavior among workers at PT X in 2025. A cross-sectional design was applied using a random sampling method. Primary data were collected using self-administered questionnaires distributed via Microsoft Forms to 111 respondents, covering individual characteristics, safety behavior, and the NEO-PI-R. Age, length of employment, working hours, and Big Five Personality traits were included as the analyzed variables. Univariate, bivariate, and multivariate analyses were applied to analyze the data. The findings showed that 54.1% of respondents exhibited poor safety behavior. Conscientiousness (p-value = 0.013; PR = 3.693; 95% CI = 1.320–10.329) and neuroticism (p-value = 0.018; PR = 3.420; 95% CI = 1.238–9.449) were the dominant factors influencing safety behavior. Workers with low conscientiousness and high neuroticism were at greater risk of engaging in unsafe behavior. Therefore, personality management and workplace programs are recommended to improve safety behavior.

Keywords: Big Five Personality, Blue Collar Workers, Conscientiousness, Neuroticism, Safety Behavior