

HUBUNGAN *SAFETY CLIMATE*, FAKTOR PERSONAL, SERTA *REWARD* DAN *PUNISHMENT* TERHADAP *SAFETY BEHAVIOR* PADA PEKERJA KONSTRUKSI PROYEK X BINTARO TAHUN 2026

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Abstrak

Latar Belakang: Industri konstruksi memiliki tingkat kecelakaan kerja tertinggi dengan perilaku tidak aman sebagai penyebab dominan. Di Proyek X Bintaro, meski berbagai program keselamatan telah diterapkan, perilaku keselamatan pekerja masih belum konsisten, dan mekanisme *reward punishment* dinilai belum berjalan merata. Tujuan: Penelitian ini bertujuan menganalisis hubungan antara *safety climate*, faktor personal (usia dan masa kerja), serta *reward* dan *punishment* terhadap *safety behavior* pada pekerja konstruksi Proyek X Bintaro Tahun 2026. Metode: Penelitian ini menggunakan desain kuantitatif dengan pendekatan *cross-sectional* pada 80 pekerja konstruksi MEE melalui teknik total sampling. Analisis data dilakukan secara univariat dan bivariat menggunakan uji *Chi-Square*. Hasil: Hasil bivariat menunjukkan tidak terdapat hubungan signifikan antara usia ($p=0,258$) dan *reward* ($p=0,256$) dengan *safety behavior*. Sebaliknya, terdapat hubungan signifikan antara *masa kerja* ($p=0,002$; POR=4,333; 95% CI: 1,696-11,069), *punishment* ($p=0,007$; POR=3,521; 95% CI: 1,396-8,879), dan *safety climate* ($p=0,004$; POR=3,833; 95% CI: 1,507-9,749) dengan *safety behavior*. Kesimpulan: Masa kerja, *punishment*, dan *safety climate* terbukti berhubungan signifikan, sehingga penguatan ketiga aspek tersebut perlu menjadi prioritas dalam upaya penguatan *safety behavior*.

Kata Kunci: *Safety Behavior*, *Safety Climate*, Masa Kerja, *Punishment*, Pekerja Konstruksi.

**THE RELATIONSHIP BETWEEN SAFETY CLIMATE,
PERSONAL FACTORS, AND REWARD AND PUNISHMENT
WITH SAFETY BEHAVIOR AMONG CONSTRUCTION
WORKERS AT PROJECT X BINTARO IN 2026**

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Abstract

Background: The construction industry has the highest occupational accident rate among work sectors with unsafe behavior as the dominant cause of accidents. At Project X Bintaro, despite various safety programs being implemented, workers' safety behavior remains inconsistent, and the reward punishment mechanism is considered uneven across workers. Aim: This study aims to analyze the relationship between safety climate, personal factors (age and length of service), and rewards and penalties on safety behavior among construction workers on the 2026 Bintaro Project X. Methods: This study employed a quantitative design with a cross-sectional approach involving 80 MEE construction workers selected via total sampling. Data analysis was conducted using univariate and bivariate analyses with the Chi-Square test. Results: The results of the bivariate analysis showed no significant relationship between age ($p=0.258$) and rewards ($p=0.256$) and safety behavior. Conversely, there was a significant association between length of service ($p=0.002$; $OR=4.333$; 95% $CI: 1.696-11.069$), disciplinary actions ($p=0.007$; $OR=3.521$; 95% $CI: 1.396-8.879$), and safety climate ($p=0.004$; $POR=3.833$; 95% $CI: 1.507-9.749$) and safety behavior. Conclusion: Tenure, disciplinary action, and safety climate were found to have significant associations. Therefore, strengthening these three aspects should be a priority in efforts to enhance safety behavior.

Keywords: *Safety Behavior, Safety Climate, Length Of Service, Punishment, Construction Workers.*