

HUBUNGAN *SAFETY LEADERSHIP* DENGAN *SAFETY BEHAVIOR* PADA PEKERJA MAIN KONTRAKTOR DI PT DOK & PERKAPALAN GANDASARI INDONESIA TAHUN 2026

Ajeng Dwi Alyani

Abstrak

PT Dok & Perkapalan Gandasari Indonesia merupakan perusahaan yang bergerak di bidang konstruksi dan perbaikan kapal dengan berbagai potensi bahaya kerja. Berdasarkan data perusahaan periode Juli 2025 hingga Februari 2026, tercatat 23 kejadian kecelakaan kerja disertai temuan perilaku tidak aman berdasarkan dokumen *Problem Identification and Corrective Action* (PICA) dan *Hazard Identification* (HAZID). Meskipun perusahaan telah menerapkan berbagai program keselamatan yang melibatkan supervisor sebagai atasan langsung pekerja, perilaku tidak aman masih ditemukan sehingga *safety leadership* perlu dikaji sebagai faktor organisasi yang berhubungan dengan *safety behavior* pekerja main kontraktor. Penelitian ini bertujuan menganalisis hubungan *safety leadership* dengan *safety behavior* pada pekerja main kontraktor. Penelitian menggunakan desain *cross-sectional* dengan pendekatan kuantitatif pada 75 responden yang dipilih menggunakan teknik *purposive sampling*. Data dikumpulkan menggunakan kuesioner *Safety Behavior* Neal dan Griffin serta *Safety Leadership* Wu et al. yang telah diterjemahkan dan diuji oleh Ningtyas (2024), kemudian dianalisis menggunakan uji *Chi-Square*. Hasil penelitian menunjukkan bahwa mayoritas responden memiliki *safety behavior* tinggi (62,7%) dan *safety leadership* tinggi (61,3%). Terdapat hubungan yang signifikan antara usia ($p=0,006$), masa kerja ($p=0,003$), tingkat pendidikan ($p=0,001$), dan *safety leadership* ($p=0,002$) dengan *safety behavior*. Hasil penelitian diharapkan menjadi masukan bagi perusahaan dalam memperkuat *safety leadership* supervisor untuk meningkatkan *safety behavior* pekerja main kontraktor.

Kata kunci: Industri Perkapalan, Kecelakaan Kerja, Pekerja Main Kontraktor, *Safety Behavior*, *Safety Leadership*

THE RELATIONSHIP BETWEEN SAFETY LEADERSHIP AND SAFETY BEHAVIOR AMONG CONTRACTOR WORKERS AT PT DOK & PERKAPALAN GANDASARI INDONESIA IN 2026

Ajeng Dwi Alyani

Abstract

PT Dok & Perkapalan Gandasari Indonesia is a ship construction and repair company with various occupational hazards. Based on company records from July 2025 to February 2026, 23 occupational accidents were reported, accompanied by findings of unsafe behavior identified through the Problem Identification and Corrective Action (PICA) and Hazard Identification (HAZID) systems. Although the company has implemented safety programs involving supervisors as workers' leaders, unsafe behavior is still observed. Therefore, safety leadership was examined as an organizational factor related to the safety behavior of main contractor workers. This study aimed to analyze the relationship between safety leadership and safety behavior among main contractor workers. A quantitative cross-sectional study was conducted involving 75 respondents selected through purposive sampling. Data were collected using the Safety Behavior Questionnaire by Neal and Griffin and the Safety Leadership Questionnaire by Wu et al., translated and validated by Ningtyas (2024) and analyzed using Chi-Square. Most respondents had high safety behavior (62.7%) and high safety leadership (61.3%). Significant relationships were found between age ($p=0.006$), length of employment ($p=0.003$), educational level ($p=0.001$), safety leadership ($p=0.002$), and safety behavior. These findings may support the company in strengthening supervisors' safety leadership to improve the safety behavior of main contractor workers.

Keywords: *Main Contractor Workers, Occupational Accidents, Safety Behavior, Safety Leadership, Shipbuilding Industry*