

HUBUNGAN *SAFETY LEADERSHIP*, *REWARD* DAN *PUNISHMENT* DENGAN KEPATUHAN PENGGUNAAN APD PADA PEKERJA KONSTRUKSI PROYEK X BINTARO, TANGERANG SELATAN TAHUN 2026

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Abstrak

Rendahnya kepatuhan penggunaan APD pada pekerja menjadi salah satu penyebab tingginya risiko kecelakaan kerja di sektor konstruksi. Laporan QHSE pada Proyek X Bintaro menunjukkan kepatuhan penggunaan APD masih menjadi permasalahan, sementara pemahaman pekerja terhadap program *reward* terkait K3 serta penerapan *safety leadership* dinilai belum berjalan optimal. Penelitian ini dilaksanakan dengan tujuan untuk menganalisis hubungan antara *safety leadership*, *reward* dan *punishment*, serta karakteristik individu terhadap kepatuhan penggunaan APD pada pekerja konstruksi Proyek X Bintaro Tahun 2026. Penelitian yang berlangsung pada Mei hingga Juni 2026 ini dirancang menggunakan pendekatan kuantitatif dengan desain *cross-sectional*. Melalui teknik *purposive sampling*, diperoleh 76 responden yang memenuhi kriteria dari populasi pekerja konstruksi bidang MEE di Proyek X Bintaro. Kuesioner *safety leadership*, *reward* dan *punishment*, serta lembar observasi kepatuhan penggunaan APD digunakan sebagai instrumen pengumpulan data, yang kemudian dianalisis secara univariat dan bivariat melalui uji *chi-square*. Hasil penelitian ini menunjukkan bahwa *safety leadership* ($p = 0.029$), *punishment* ($p = 0.012$), dan tingkat pendidikan ($p = 0,038$) berhubungan signifikan dengan kepatuhan penggunaan APD, sedangkan *reward* ($p = 0.643$), usia ($p = 0.853$), dan masa kerja ($p = 0.732$) tidak menunjukkan adanya hubungan yang signifikan. Peningkatan kepatuhan penggunaan APD dapat dilakukan dengan memperkuat penerapan *safety leadership*, menjaga konsistensi sistem *punishment*, dan menyusun regulasi terkait sistem *reward* K3.

Kata Kunci: Kepatuhan APD, Pekerja Konstruksi, *Punishment*, *Reward*, *Safety Leadership*

***THE RELATIONSHIP BETWEEN SAFETY LEADERSHIP,
REWARD AND PUNISHMENT WITH PPE COMPLIANCE
AMONG CONSTRUCTION WORKERS AT PROJECT X
BINTARO, SOUTH TANGERANG IN 2026***

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Abstract

Low compliance with PPE use among workers is one of the causes of the high risk of occupational accidents in the construction sector. QHSE reports at Project X Bintaro indicated that PPE compliance remained an ongoing issue, while workers' understanding of the OHS reward program and the implementation of safety leadership were considered suboptimal. This study was conducted to analyze the association between safety leadership, reward and punishment, and individual characteristics with PPE compliance among construction workers at Project X Bintaro in 2026. This study, conducted from May to June 2026, was designed using a quantitative approach with a cross-sectional design. Through purposive sampling technique, 76 respondents who met the criteria were obtained from the population of MEE construction workers at Project X Bintaro. Safety Leadership, reward and punishment questionnaires, along with a PPE compliance observation sheet, were used as data collection instruments, which were then analyzed using univariate and bivariate chi-square tests. The results showed the safety leadership ($p = 0.029$), punishment (0.012), and education level ($p = 0.643$) were significantly associated with PPE compliance, whereas reward ($p = 0.643$), age ($p = 0.853$), and length of employment ($p = 0.732$) showed no significant association. Improving PPE compliance can be achieved by strengthening the implementation of safety leadership, maintaining consistency in the punishment system, and developing regulations related to the OHS reward system.

Keywords: *PPE Compliance, Construction Workers, Punishment, Reward, Safety Leadership*