

HUBUNGAN *JOB DEMANDS* DAN *SAFETY LEADERSHIP* DENGAN *SAFETY PERFORMANCE* PADA PEKERJA PELABUHAN DI TERMINAL PETIKEMAS X TAHUN 2026

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Abstrak

Sebagai salah satu industri dengan risiko tinggi, industri bongkar muat masih menghadapi tantangan dalam menyeimbangkan produktivitas dengan keselamatan. Walaupun sudah mengimplementasikan program K3, masih terjadi rata-rata 10 insiden yang berdampak pada pekerja maupun peralatan pada lokasi penelitian. Salah satu cara untuk meningkatkan keselamatan di perusahaan dapat diperoleh oleh *safety performance* dengan *safety compliance* dan *safety participation* sebagai komponen. Penelitian terdahulu terkait *safety performance* masih didominasi oleh sektor konstruksi dan pertambangan, sementara kombinasi variabel *safety leadership* dan *job demands* masih sangat jarang dilakukan. Penelitian ini bertujuan untuk mengetahui hubungan antara usia, masa kerja, tingkat pendidikan, *job demands*, dan *safety leadership* dengan *safety performance* pekerja pelabuhan di Terminal Petikemas X tahun 2026. Penelitian menggunakan desain *cross-sectional* dengan pendekatan kuantitatif pada 88 pekerja sebagai *total sampling* aktivitas bongkar muat. Data dikumpulkan menggunakan kuesioner terstruktur dan dianalisis dengan uji *chi-square*. Hasil penelitian menunjukkan sebaran merata, yaitu pekerja dengan *safety performance* tinggi (50%), *job demands* tinggi (50%), dan *safety leadership* baik (50%). Analisis bivariat menunjukkan hubungan signifikan antara usia ($p=0,019$) dan *safety leadership* ($p=0,000$) dengan *safety performance*. Penelitian merekomendasikan program *reward* dan *punishment*, pengawasan pemimpin yang lebih ketat, serta pengingat keselamatan intensif bagi pekerja berusia lanjut.

Kata Kunci : *Safety Performance, Job Demands, Safety Leadership*, Pelabuhan, Bongkar Muat

THE RELATIONSHIP BETWEEN JOB DEMANDS AND SAFETY LEADERSHIP AND SAFETY PERFORMANCE AMONG PORT WORKERS AT CONTAINER TERMINAL X IN 2026

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Abstract

As one of the high-risk industries, the stevedoring sector still faces challenges in balancing productivity with safety. Despite having implemented OHS programs, an average of 10 incidents affecting workers and equipment still occur at Terminal Petikemas X. One way to improve safety is through safety performance, which consists of safety compliance and safety participation. Previous research on safety performance has been dominated by the construction and mining sectors, while the combination of safety leadership and job demands variables is still rarely studied. This study aims to examine the relationship between age, length of service, education level, job demands, and safety leadership with the safety performance of port workers at Container Terminal X in 2026. This study used a cross-sectional design with a quantitative approach involving 88 workers as a total sample of stevedoring activities. Data were collected using a structured questionnaire and analyzed with the chi-square test. The results showed an even distribution, namely workers with high safety performance (50%), high job demands (50%), and good safety leadership (50%). The bivariate analysis showed a significant relationship between age ($p=0.019$) and safety leadership ($p=0.000$) with safety performance. This study recommends a reward and punishment program, stricter supervision, and intensive safety reminders.

Keywords: Safety Performance, Job Demands, Safety Leadership, Port, Stevedoring