

ABSTRACT

Background : The work safety climate and individual characteristics such as age, gender, education, training experience, years of service and marital status have an influence on unsafe behavior. The purpose of this study was to see a description of the safety climate, unsafe behavior, and the relationship between characteristics and work safety climate on unsafe behavior as an effort to reduce the incidence of occupational diseases and or accidents in operational workers of PT Bintan Resort Cakrawala.

Methods: The design of this study is a quantitative study with a cross sectional approach. Sample calculation using simple random sampling method with a total of 194 samples. Some of the things that are the focus of research include the work safety climate, worker characteristics and unsafe behavior of operational workers at PT Bintan Resort Cakrawala..

Results : The majority of respondents were young adults who were male, had a higher education level, but most of them never attended training with a working period of more than 5 years. The proportion of unsafe behavior is 16% with low safety climate conditions. There was a relationship between education level (PR 1.971, 95%CI 0.721-5.393), training (PR 2.618, 95%CI 1.185-5.784), years of service (PR 2.197, 95%CI 1.165-4.413), marital status (PR 1.509, 95%CI 0.493-4.621), dimension 1 of work safety climate (PR 3.978, 95%CI 2.169-7.296), dimension 2 of work safety climate (PR 3.896, 95%CI 2.141-7.091), dimension 3 of work safety climate (PR 6.119 , 95%CI 3.606-10.383), dimension 4 work safety climate (PR 4,300, 95%CI 2,391-7,732), dimension 5 work safety climate (PR 2,091, 95%CI 1.101-3.971), dimension 6 work safety climate (PR 3,042, 95%CI 1,601-5,779), dimension 7 work safety climate (PR 4,109, 95%CI 2,268-7,445) on unsafe action. Meanwhile, age and gender variables had no relationship with unsafe action.

Conclusion : Education level, training experience, years of service, marital status and safety climate had a relationship with unsafe action. It was recommended that the management of PT Bintan Resort Cakrawala maximize the function of the K3 unit in terms of scheduling internal audits, accident investigations, training and education.

Keywords: Workers characteristics, Safety climate, Unsafe action, NOSACQ

ABSTRAK

Latar Belakang : Iklim keselamatan kerja dan karakteristik individu seperti umur, jenis kelamin, pendidikan, pengalaman pelatihan, masa kerja dan status perkawinan memiliki pengaruh terhadap perilaku tidak aman. Tujuan penelitian ini adalah untuk melihat gambaran iklim keselamatan, perilaku tidak aman, serta hubungan antara karakteristik dan iklim keselamatan kerja terhadap perilaku tidak aman sebagai upaya menurunkan angka kejadian penyakit dan atau kecelakaan akibat kerja pada pekerja operasional PT Bintang Resort Cakrawala.

Metode : Desain penelitian ini merupakan penelitian kuantitatif dengan pendekatan *cross sectional*. Penghitungan sampel menggunakan metode *simple random sampling* dengan jumlah 194 sampel . Beberapa hal yang menjadi fokus penelitian antara lain iklim keselamatan kerja, karakteristik pekerja serta perilaku tidak aman pekerja operasional PT Bintang Resort Cakrawala.

Hasil : Mayoritas responden berusia dewasa muda berjenis kelamin laki-laki, tingkat pendidikan tinggi namun sebagian besar belum pernah mengikuti pelatihan dengan status masa kerja diatas 5 tahun. Proporsi perilaku tidak aman sebesar 16% dengan kondisi iklim keselamatan yang tidak baik. Terdapat hubungan antara tingkat pendidikan (PR 1,971, 95%CI 0,721-5,393), pelatihan (PR 2,618, 95%CI 1,185-5,784), masa kerja (PR 2,197, 95%CI 1,165-4,413), status perkawinan (PR 1,509, 95%CI 0,493-4,621), dimensi 1 iklim keselamatan kerja (PR 3,978, 95%CI 2,169-7,296), dimensi 2 iklim keselamatan kerja (PR 3,896, 95%CI 2,141-7,091), dimensi 3 iklim keselamatan kerja (PR 6,119, 95%CI 3,606-10,383), dimensi 4 iklim keselamatan kerja (PR 4,300, 95%CI 2,391-7,732), dimensi 5 iklim keselamatan kerja (PR 2,091, 95%CI 1,101-3,971), dimensi 6 iklim keselamatan kerja (PR 3,042, 95%CI 1,601-5,779), dimensi 7 iklim keselamatan kerja (PR 4,109, 95%CI 2,268-7,445) terhadap perilaku tidak aman. Sedangkan variabel usia dan jenis kelamin tidak memiliki hubungan dengan perilaku tidak aman.

Kesimpulan : Tingkat pendidikan, pengalaman pelatihan, masa kerja, status perkawinan dan iklim keselamatan memiliki hubungan dengan perilaku tidak aman. Disarankan agar manajemen PT Bintang Resort Cakrawala untuk memaksimalkan fungsi unit K3 dalam hal penjadwalan audit internal, investigasi kecelakaan, pelatihan dan edukasi.

Kata Kunci : Karakteristik Pekerja; Iklim Keselamatan; Perilaku Tidak Aman , NOSACQ