

Ringkasan

Penelitian ini memiliki tujuan untuk mengetahui pengaruh *Safety Leadership*, *Safety Knowledge*, dan *Safety Management* terhadap *Safety Performance* karyawan PT Eka Timur Raya (ETIRA). Populasi penelitian ini adalah seluruh karyawan PT Eka Timur Raya. Jumlah Responden yang diambil dalam penelitian ini berjumlah 46 karyawan. Metode pengambilan sampel menggunakan teknik pengambilan sampel jenuh.

Berdasarkan hasil penelitian dan analisis data kuantitatif dengan menggunakan program SPSS 20 yang telah dilakukan menunjukkan bahwa: 1) 88, % variasi variabel *safety performance* dapat dijelaskan oleh variabel *safety leadership*, *safety knowledge*, dan *safety management*; 2) *safety leadership* dan *safety performance* berpengaruh positif signifikan terhadap *safety performance*; 3) *Safety Management* tidak berpengaruh signifikan terhadap *safety performance* 4) *safety leadership*, *safety performance*, dan *safety management* berpengaruh secara simultan *safety performance*.

Implikasi manajerial dan kesimpulan diatas adalah; 1) lebih memperhatikan apa yang menjadi kebutuhan dasar dari karyawan terutama dalam keselamatan; 2) perusahaan dapat meningkatkan dan memenuhi fasilitas-fasilitas keselamatan sebagai penunjang proses bekerja seperti penyediaan alat pelindung diri bagi karyawan yang masih belum terpenuhi; 3) perusahaan dapat meningkatkan pengawasan dan prosedur Keselamatan dan Kesehatan Kerja agar pekerjaan berjalan sesuai aturan K3 yang berlaku.

Kata Kunci: *Safety Leadership*, *Safety Knowledge*, *Safety Management* dan *Safety Performance*

Summary

This study aims to determine the effect of Safety Leadership, Safety Knowledge, and Safety Management on Safety Performance of PT Eka Timur Raya (ETIRA) employees. The population of this study were all employees of PT Eka Timur Raya. The number of respondents taken in this study amounted to 46 employees. The sampling method uses saturated sampling technique.

Based on the results of quantitative data research and analysis using the SPSS 20 program that has been carried out, it shows that: 1) 88, % variation in safety performance variables can be explained by safety leadership, safety knowledge, and safety management variables; 2) safety leadership and safety performance have a significant positive effect on safety performance; 3) Safety Management has no significant effect on safety performance 4) safety leadership, safety performance, and safety management simultaneously affect safety performance.

The managerial implications and conclusions above are; 1) pay more attention to what are the basic needs of employees, especially in safety; 2) companies can improve and fulfill safety facilities to support work processes such as the provision of personal protective equipment for employees who are still not fulfilled; 3) companies can improve supervision and Occupational Safety and Health procedures so that work runs according to applicable K3 rules.

Keywords: Safety Leadership, Safety Knowledge, Safety Management, Safety Performance