

ABSTRACT

Coal mining industry is an industry that can be classified as a high-risk industry. Work accident in this industry can happen to all workers any time. PT XYZ, as a company that provides contractor services in coal mining industry, also records work accident in its workplace. As of September 2023, PT XYZ has 23 work accident occurred in its workplace, much higher than work accident in 2021 and 2022. Based on data collected from company's internal investigation and interviews with the Safety, Health, and Environment Department Head PT XYZ, found that the main factor causing the increase of work accident was unsafe behavior.

This research aims to determine and analyze the influence of safety leadership, safety motivation, and working condition on safety behavior at PT XYZ. To achieve this goal, measurements will be conduct to measure the dimension from each variable. The dimension that will be measured on the safety leadership are inspirational appeals dan participative management. Meanwhile, the dimension that will be measured on safety motivation are external safety motivation, introjected safety motivation, identified safety motivation, and intrinsic safety motivation. The measurement of working condition variable will use safety incentive, work pressure, environmental condition & occupational hazard, and co-worker support as its dimension. Meanwhile, the dimensions that will be measured on safety behavior variable are safety compliance and safety participation.

The method that will be used in this research to achieve this goal is to develop and test a structural equation modelling (SEM) on a questionnaire that has been distributed to samples from the population. The research sample consisted of 262 operators who worked in Production Department PT XYZ.

The results showed that safety leadership, safety motivation, and working condition in PT XYZ are categorized "Good", with average percentage of 79,4%, 79,6%, and 80,1% respectively. The findings showed that safety leadership and working condition have a positive and significant effect on safety behavior. Meanwhile, the result also showed that safety motivation did not have a significant effect on safety behavior in PT XYZ.

The results of this study provide an overview of the real conditions currently occurred in PT XYZ. The findings also provide guidance for leaders in the coal mining industry on the behaviors and policies they should adopt to improve safety-related performance.

Keywords: Safety Leadership, Safety Motivation, Working Condition, Safety behavior