

INTISARI

Studi ini ingin menemukan faktor yang berpengaruh terhadap pembentukan budaya keselamatan kerja pada perusahaan dan menganalisis faktor yang signifikan pengaruhnya terhadap pembentukannya. Pada sektor perkebunan sawit dimana produktifitas menjadi kunci utama bisnis, peningkatan produksi karena tingginya kebutuhan pasar memicu naiknya produktifitas yang kemudian meningkatkan paparan resiko keselamatan kerja karyawan lapangan. Untuk memastikan keselamatan kerja karyawan selaras dengan produktifitas, perlu dipastikan faktor apa yang mempengaruhi karyawan dalam menerapkan perilaku kerja aman. Dalam jangka panjang untuk mewujudkan perilaku kerja aman berkelanjutan dan menjadikannya budaya kerja, faktor mana yang perlu fokus diperhatikan supaya budaya keselamatan kerja terwujud.

Faktor manusia termasuk kemampuan dan ketrampilan, motivasi kerja serta persepsi terhadap pekerjaan, organisasi dan pimpinannya. Kemudian faktor lingkungan kerja dimana ada alat kerja, rekan kerja, sistem dukungan yang dibutuhkan dalam bekerja. Dan faktor organisasi, dimana ada pimpinan, gaya kepemimpinannya, serta nilai yang dianut organisasi dan sistem dalam pengelolaan karyawan. Hubungan faktor-faktor ini mempengaruhi pembentukan budaya keselamatan kerja di organisasi.

Kata kunci: sumber daya manusia, keselamatan kerja, budaya organisasi, dimensi budaya, gaya kepemimpinan, teori motivasi. Human Organization Behavior (HOB).

ABSTRACT

This study aim is to find out what factors that influence the formation of safety culture in company and to analyse factors that significantly influence the formation of safety culture. In oil palm plantation industry productivity is the main key to business, increased production due to high market demand will affect the demand for productivity increase which then will increases exposure to work safety risks to field operator employees. To ensure that employee safety goes hand in hand with productivity, companies need to ascertain what factors influence to employee actions in implementing safe work behavior. And in the long term to realize this safe work behavior is sustained and make become work culture, what factors need to be focused on so that work safety is realized. Some of the factors in this study, such as humans, including individual abilities and skills, motivation at work and individual perceptions of work, organization and leadership. The other factor is work environment in which there are work tool, colleagues and support systems that needed at work. Organizational factors including leaders and their leadership styles, as well as the values adopted by the organization and the systems that apply in managing employees. The relationship of these factors influences the formation of a safe work culture in the organization.

Keywords: work safety, organizational culture, cultural dimensions, leadership style, human resources, human and organizational based performance (HOP), motivation theory.