

## ABSTRAK

Secara global, ILO (2023) mencatat sekitar 2,3 juta kematian akibat kerja setiap tahunnya. Di sektor migas Indonesia, Ditjen Migas ESDM (2017-2023) melaporkan 232 kasus kecelakaan, yang mencakup 150 kecelakaan ringan hingga 28 kasus fatality. Meskipun regulasi telah ditetapkan, hasil observasi menunjukkan masih tingginya unsafe action serta unsafe condition. Kurangnya kesadaran menyebabkan perilaku keselamatan belum terbentuk secara optimal. Penelitian kuantitatif komparatif dengan desain cross-sectional ini membandingkan perilaku keselamatan pekerja tetap dan kontraktor secara numerik. Evaluasi difokuskan pada efektivitas dokumentasi PEKA dalam memetakan potensi bahaya. Melalui analisis regresi logistik biner, penelitian ini membangun model prediksi guna menilai keterkaitan variabel penelitian terhadap peluang terjadinya tindakan atau kondisi tidak aman sebagai indikator utama keluaran keselamatan kerja. Hasil penelitian menunjukkan status pekerja berpengaruh signifikan secara simultan terhadap pengetahuan, sikap, dan tindakan keselamatan ( $p < 0,000$ ). Pekerja kontraktor didominasi pengetahuan rendah (81,0%) dan sikap negatif (92,9%), berbanding terbalik dengan pekerja tetap yang mayoritas berkategori baik. Dokumentasi PEKA terbukti efektif memetakan risiko unsafe condition. Temuan ini mengonfirmasi adanya kesenjangan perilaku keselamatan yang nyata berdasarkan status kepegawaian. PT XYZ disarankan pemerataan pembinaan melalui induksi berkala dan pengawasan intensif bagi kontraktor. Pekerja diharapkan meningkatkan kepatuhan prosedur secara proaktif. Peneliti selanjutnya perlu menggunakan desain longitudinal, meningkatkan reliabilitas instrumen, serta mengkaji faktor organisasi seperti budaya keselamatan dan kepemimpinan untuk memperkuat analisis perilaku keselamatan kerja secara menyeluruh di masa mendatang.

**Kata Kunci : Perilaku Keselamatan, Pekerja Tetap, Kontraktor, Industri Minyak dan Gas, PEKA, Studi Komparatif**

## ***ABSTRACT***

*Globally, the ILO (2023) records approximately 2.3 million occupational deaths annually. In Indonesia's oil and gas sector, the Directorate General of Oil and Gas (2017-2023) reported 232 accident cases, ranging from 150 minor accidents to 28 fatalities. Despite established regulations, observations indicate a high prevalence of unsafe actions and unsafe conditions. A lack of awareness has prevented safety behaviors from forming optimally. This comparative quantitative study, utilizing a cross-sectional design, numerically compares the safety behaviors of permanent and contractor workers. The evaluation focuses on the effectiveness of PEKA documentation in mapping potential hazards. Through binary logistic regression analysis, this research develops a predictive model to assess the correlation between research variables and the likelihood of unsafe actions or conditions as primary indicators of occupational safety outcomes. The results show that employment status significantly and simultaneously influences safety knowledge, attitudes, and actions ( $p = 0.000$ ). Contractor workers are dominated by low knowledge (81.0%) and negative attitudes (92.9%), in stark contrast to permanent workers, the majority of whom fall into the "good" category. PEKA documentation proved effective in mapping the risks of unsafe conditions. These findings confirm a significant safety behavior gap based on employment status. PT XYZ is advised to equalize coaching through regular induction and intensive supervision for contractors. Workers are expected to proactively improve procedural compliance. Future researchers should consider longitudinal designs, enhance instrument reliability, and examine organizational factors such as safety culture and leadership to strengthen the comprehensive analysis of occupational safety behavior in the future.*

**Keywords:** *Safety Behavior, Permanent Workers, Contractors, Oil and Gas Industry, PEKA, Comparative Study*