

Peningkatan keterampilan taktik memengaruhi terhadap pembentukan iklim keselamatan kerja di PT.XYZ melalui workshop effective influence communication = Improvement of influence tactics skills to establish safety climate in PT. XYZ through effective influence communication workshop

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Abstrak

Berdasarkan penggalan data awal, iklim keselamatan kerja di PT XYZ belum terbentuk secara optimal, khususnya di Divisi Project Management (PM) dan Equipment Management (EM). Salah satu aspek penting yang diperlukan untuk membentuk iklim keselamatan kerja adalah peran dari manajemen atau pada perusahaan ini yaitu Divisi Safety, Health, and Environment (SHE). Diagnosa berikutnya menunjukkan para personil Divisi SHE memerlukan keterampilan taktik memengaruhi. Hasil ini menjadi acuan dalam penelitian untuk melihat hubungan antara taktik memengaruhi dan iklim keselamatan kerja, dengan menggunakan alat ukur influence tactics scale (Clarke & Ward, 2006) dan safety climate scale (Cheyne, Cox, Oliver, & Tomas, 1998). Influence tactic scale (tiga dimensi) memiliki koefisien reliabilitas (Cronbach's Alpha) sebesar .650 hingga .835 dan validitas (Corrected Item-Total Correlation) sebesar .247 hingga .708. Safety climate scale memiliki koefisien reliabilitas (Cronbach's Alpha) sebesar .862 dan validitas (Corrected Item-Total Correlation) sebesar .174 hingga .697. Hasil uji Kendall's Tau (τ) dari 28 orang partisipan teknisi di Divisi PM dan EM, menunjukkan salah satu dari tiga dimensi taktik memengaruhi (soft influence tactics) terbukti berkorelasi positif secara signifikan terhadap iklim keselamatan kerja ($r = .376, p < .05$). Artinya, peningkatan perilaku taktik memengaruhi dapat mendorong peningkatan iklim keselamatan kerja. Selanjutnya, intervensi dilakukan melalui workshop 'effective influence communication'. Hasil uji evaluasi pengetahuan program workshop menggunakan Wilcoxon Signed Rank Test dari sembilan orang peserta, menunjukkan peningkatan pengetahuan yang signifikan pada para personil Divisi SHE setelah diberikan workshop 'effective influence communication' ($Z = -2.536, p < .05$).

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Based on the initial diagnosis, safety climate in PT XYZ has not been established optimally, especially in the Division of Project Management (PM) and Equipment Management (EM). One of the important aspects required to establish a safety climate is the role of management, or in this company is the Division of Safety, Health, and Environment (SHE). Subsequent diagnosis showed that influence tactics skills is required for the SHE Division personnel. This result is a reference in the study to see the relationship between influence tactics and safety climate, using influence tactics scale (Clarke & Ward, 2006) and safety climate scale (Cheyne, Cox, Oliver, & Thomas, 1998). Influence tactic scale (three dimensions) has reliability coefficient (Cronbach's Alpha) from .650 to .835 and validity coefficient (Corrected Item-Total Correlation) from .247 to .708. The safety climate scale used in this study has a reliability coefficient (Cronbach's Alpha) of .862 and a validity coefficient (Corrected Item-Total Correlation) from .174 to .697. Correlation test was conducted using Kendall's Tau (τ) on 28 technicians of PM and EM Division, showing that one of the three dimensions in influence tactics (soft influence tactics), is positively and significantly correlated to the safety

climate ($r = .376, p < .05$). That is, an increase in influence tactics behavior can boost safety climate. Furthermore, intervention was conducted in the form of "effective influence communication" workshop. Knowledge evaluation result of the workshop program using Wilcoxon Signed Rank Test from nine participant showed a significant increase in knowledge among SHE Division personnel after the "effective influence communication" workshop was given ($Z = -2.536, p < .05$).