

Analisis Safety Leadership (Transactional Leadership Dan Transformational Leadership) Terhadap Safety Performance Di PT XYZ Tahun 2019 = A Correlation Between Safety Leadership (Transactional Leadership And Transformational Leadership) and Safety Performance (A Case Study of PT XYX in 2019)

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Abstrak

Penelitian ini dilakukan di perusahaan tambang batu bara yang memiliki konsep penambangan terbuka. Fluktuasi angka kecelakaan dari tahun 2011-2017 menyebabkan PT XYZ memiliki potensi resiko kecelakaan yang tinggi. Hasil investigasi kecelakaan menyebutkan bahwa faktor utama yang menyebabkan kejadian kecelakaan yaitu faktor pengawasan. Penelitian ini bertujuan untuk mencari hubungan antara safety leadership dengan safety performance di PT XYZ. Metode yang digunakan dalam penelitian kuantitatif ini adalah analisis komperatif dan analisis korelasi. Gaya kepemimpinan yang akan diidentifikasi melalui pendekatan persepsi dari manajemen (top dan middle management) serta dari karyawan (staff atau front line) dengan menggunakan kuesioner yang akan diberikan kepada 240 karyawan sehingga dapat diketahui gambaran gaya kepemimpinan yang saat ini menjadi budaya di PT XYZ. Gaya kepemimpinan akan dihubungkan dengan safety performance (safety inspection, safety motivation dan incident investigation). Berdasarkan hasil analisa data diperoleh bahwa kepemimpinan transformasional yang saat ini menjadi budaya di PT XYZ memiliki pengaruh positif yang signifikan terhadap safety performance (safety inspection, safety motivation dan incident investigation).

PT XYZ as a mining industry has the fluctuations number of accidents in 2011-2017. The accident investigation state that the main factor caused the accident was a lack of supervision. This study examines the relationship between safety leadership and safety performance at PT XYZ. The methods used in this quantitative research are analytic correlation and analytic comparison. The leadership style that will be identified through the perception approach from management (top and middle management) as well as from employees (staff or front line) using a questionnaire that will be given to 240 employees to see the leadership style that is currently a culture at PT XYZ. The leadership style will analyze the correlation with safety performance (safety inspection, safety motivation, and incident investigation). The description of the research results has a positive impact between safety leadership and safety performance. These results indicated that safety leadership has a significant impact on three aspects on safety performance. Based on data analysis it was found that transformational leadership, which is currently a culture at PT XYZ, has a significant positive effected on safety performance (safety inspection, safety motivation and incident investigation).