

## Hubungan antara iklim safety dan ambiguitas peran terhadap kinerja safety pada karyawan PT. KLM = Relationship between safety climate and role ambiguity towards safety performance of employee PT. KLM.

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### Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara Iklim safety dan ambiguitas peran terhadap kinerja safety pada karyawan PT KLM, sebuah perusahaan manufaktur alat berat yang memercayai safety (kemanan kerja) sebagai priortias utama dalam mencapai kualitas kerja. Berdasarkan diagnosa masalah diketahui terdapat permasalahan pada kinerja safety karyawan di area pabrik yang menyebabkan terjadinya berbagai kecelakaan kerja di PT KLM. Faktor-faktor yang menyebabkan munculnya masalah rendahnya kinerja safety di PT KLM dari faktor ditengarai karena kurangnya pemahaman para pimpinan akan tugas dan tanggung jawabnya untuk mengingatkan bawahan terikait iklim safety serta persepsi terhadap Iklim safety di PT KLM. Pengambilan data dilakukan terhadap 34 Supervisor PT KLM. Hasil penelitian menunjukkan bahwa hanya ambiguitas peran yang ditemukan memiliki hubungan negatif yang signifikan dengan kinerja safety pada operator di PT KLM  $r(32) = -0,349, p < 0,05$ . Sedangkan hubungan antara Iklim safety dan kinerja safety tidak signifikan  $r(32) = 0,059, p = 0,740$ . Berdasarkan hasil analisa data tersebut, dibuat suatu rancangan intervensi technostrucutraul intervention berupa desain pekerjaan serta human resources management intervention berupa Leadership Development Program (LDP) untuk menurunkan ambiguitas peran dan meningkatkan safety performance.

.....This research aims at understanding correlation between safety climate and role ambiguity towards safety performance on Supervisor employee of PT KLM, a manufacturing company based in Jakarta believing that safety is priority to meet quality of work. According to problem diagnosis it is found that there is problem of safety performance of operator employee resulting some accidents at the workplaces. Some factors are believed to be causes of accident that are lack of understanding of Supervisor on the role and responsibility to prevent accidents at the workplaces as well as perception towards safety climate practices in the company. Data analysis is conducted from 34 Supervisor employees of PT KLM. Result of analysis shows that only role ambiguity has significant negative correlation with safety performance  $r(32) = -0,349, p < 0,05$  whereas safety climate has insignificant correlation  $r(32) = 0,059, p = 0,740$ . Based on result of analysis, it is suggested to run job design intervention of techno structural intervention of job design and human resources management intervention of leadership development program (LDP) to reduce role ambiguity enhance safety performance.