

# Analisis Keselamatan di Lingkungan Direktorat Pengelolaan Fasilitas Ketenaganukliran (DPFK) Badan Riset dan Inovasi Nasional (BRIN) = Analysis of Safety Climate in Directorate of Nuclear Facilities Management, National Research and Innovation Agency

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## Abstrak

Tesis ini membahas persepsi pegawai terhadap keselamatan (iklim keselamatan) di lingkungan DPFK pada tahun 2023. DPFK adalah organisasi di bawah Badan Riset dan Inovasi Nasional (BRIN) yang dibentuk sekitar tahun 2021 setelah adanya reorganisasi 4 LPNK termasuk di dalamnya adalah BATAN menjadi BRIN. Penelitian ini menggunakan *mixmethod* dengan tool NOSACQ 50 dan wawancara. Hasil penelitian menunjukkan bahwa iklim keselamatan di lingkungan DPFK tahun 2023 pada level "Baik" dengan skor *mean* 3,12. Meskipun demikian, masih terdapat dimensi iklim keselamatan yang memerlukan langkah perbaikan, salah satunya adalah persepsi pegawai terhadap risiko yang mungkin terjadi karena *complacency*. Rekomendasi dari penelitian ini agar dapat mendorong iklim keselamatan yang semakin positif antara lain adalah dengan meningkatkan koordinasi dan internalisasi bagi stakeholder DPFK mengenai pentingnya keselamatan, meningkatkan komunikasi keselamatan di internal kelompok kerja, dan merutinkan kegiatan briefing, diklat dan ceklist untuk mencegah terjadinya *complacency*.

.....This thesis discusses about employee perceptions of safety (safety climate) within the DNFM in 2023. DNFM is an organization under the National Research and Innovation Agency (BRIN) which was formed around 2021 after reorganization of 4 LPNKs including BATAN joining into BRIN. This study used a mixed method with the NOSACQ 50 tool and interviews. Questionnaire data are collected 226 participants from installations under DNFM. A Qualitative univariate analysis and Kruskal Wallis test were used to see differences of Safety climate inside demography variabel group (Age, education level, job position, work area). The results of the study show that the safety climate in the DNFM in 2023 is at the "Good" level with a mean score of 3.12. There are no significance differences of safety climate inside age and education groups. Other results shows there are significance differences of safety climate inside job position and work area groups. Even so, there are still dimensions of the safety climate that require improvement. Recommendations from this study in order to encourage an increasingly positive safety climate include increasing coordination and internalization for DNFM stakeholders, increasing safety communication within the internal working groups, and routineizing briefings, training activities to prevent complacencies.