

ABSTRAK

Penelitian ini bertujuan untuk menganalisis dampak dari *Safety Leadership* dan *Psychosocial Safety Climate* sebagai prediktor *Safety Citizenship Behavior* melalui *Safety Climate* sebagai mediasi untuk karyawan PT SILOG Group Area Gresik penelitian ini menggunakan metode kuantitatif dengan pendekatan eksplanatori. Populasi yang diteliti dalam penelitian ini adalah karyawan di lingkungan PT SILOG Group Area Gresik yang mencakup PT Semen Indonesia Logistik, PT Semen Distributor Indonesia, VUBA, VUDS, dan VULS dengan jumlah sampel mencapai 142 responden yang ditentukan melalui teknik *proportionate stratified random sampling*. Pengambilan data dilaksanakan dengan kuisioner dan dianalisis melalui metode *Partial Least Squares Structural Equation Modeling (PLS-SEM)* dengan menggunakan software SmartPLS 3.0. Hasil penelitian menunjukkan bahwa *safety leadership* dan *psychosocial safety climate* berdampak positif dan signifikan terhadap pembentukan *safety climate*. Namun, hasil penelitian juga menyatakan bahwa *safety leadership*, *psychosocial safety climate*, maupun *safety climate* tidak berpengaruh secara signifikan terhadap *safety citizenship behavior*. *Safety climate* terbukti tidak dapat memediasi hubungan antara *safety leadership* dan *psychosocial safety climate* terhadap *safety citizenship behavior*. Hasil ini menunjukkan bahwa keselamatan yang terjadi di perusahaan cenderung diartikan oleh pegawai sebagai tanggung jawab untuk mematuhi prosedur formal (*compliance*) semata, sehingga masih belum cukup kuat untuk mendorong munculnya perilaku partisipasi dalam *safety citizenship behavior* tanpa adanya dorongan motivasi internal yang lebih kuat.

Kata kunci: *Safety leadership, psychosocial safety climate, safety citizenship behavior, safety climate.*

ABSTRACT

This study aims to analyze the impact of Safety Leadership and Psychosocial Safety Climate as Predictors of Safety Citizenship Behavior through Safety Climate as a Mediator for employees of PT SILOG Group Gresik Area. This study uses a quantitative method with an explanatory approach. The population studied in this study were employees in the PT SILOG Group Gresik Area which includes PT Semen Indonesia Logistik, PT Semen Distributor Indonesia, VUBA, VUDS, and VULS with a sample size of 142 respondents determined through proportionate stratified random sampling techniques. Data collection was carried out using a questionnaire and analyzed using the Partial Least Squares Structural Equation Modeling (PLS-SEM) method using SmartPLS 3.0 software. The results of the study indicate that safety leadership and psychosocial safety climate have a positive and significant impact on the formation of safety climate. However, the results also state that safety leadership, psychosocial safety climate, and safety climate do not have a significant effect on safety citizenship behavior. Safety climate is proven to be unable to mediate the relationship between safety leadership and psychosocial safety climate on safety citizenship behavior. These results indicate that safety in the company tends to be interpreted by employees as a responsibility to comply with formal procedures (compliance) alone, so that it is still not strong enough to encourage the emergence of participation behavior in safety citizenship behavior without a stronger internal motivational drive.

Keywords: *Safety leadership, psychosocial safety climate, safety citizenship behavior, safety climate.*