ABSTRACT

This study aims to analyze the effect of Safety Leadership on Safety Behavior with Safety Knowledge and Safety Climate as mediating variables among production unit employees at PT. Putra Albasia Mandiri. This research using a quantitative approach and using a simple random sampling technique, involving 245 production unit employees as respondents. Data were collected through offline questionnaires and analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS) with SmartPLS 4.1 software. The results indicate that Safety Leadership has a positive and significant effect on Safety Behavior, Safety Knowledge, and Safety Climate. Furthermore, Safety Knowledge and Safety Climate also have positive and significant effects on Safety Behavior. The mediation analysis reveals that both Safety Knowledge and Safety Climate significantly mediate the relationship between Safety Leadership and Safety Behavior. These findings confirm that the implementation of effective safety leadership enhances employees' safety knowledge and fosters positive perceptions of the organization's safety climate, which ultimately promotes safer behaviors among production unit employees at PT. Putra Albasia Mandiri and contributes to reducing workplace accidents.

Keywords: Safety Leadership, Safety Behavior, Safety Knowledge, Safety Climate, SEM-PLS.

ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh *Safety Leadership* Terhadap *Safety Behavior* Dengan *Safety Knowledge* Dan *Safety Climate* Sebagai Variabel Mediasi Pada Unit Produksi PT. Putra Albasia Mandiri. Penelitian ini menggunakan pendekatan kuantitatif dan teknik sampling dengan metode *simple random sampling* dengan jumlah responden sebanyak 245 karyawan unit produksi. Data dikumpulkan melalui kuesioner *offline* dengan menggunakan angket dan dianalisis menggunakan *Structural Equation Modeling Partial Least Squares* (SEM-PLS) dengan software SmartPLS 4.1. Hasil penelitian menunjukkan bahwa *safety leadership* berpengaruh positif dan signifikan terhadap *safety behavior, safety knowledge*, dan *safety climate.* Selain itu, *safety knowledge* dan *safety climate* juga berpengaruh positif dan signifikan terhadap *safety behavior*. Hasil pengujian mediasi menunjukkan bahwa *safety knowledge* maupun *safety climate* mampu memediasi secara signifikan pengaruh *safety leadership* terhadap *safety behavior.* Temuan ini menegaskan bahwa penerapan kepemimpinan keselamatan (*safety leadership*) yang efektif mampu meningkatkan pengetahuan keselamatan *(safety knowledge)* serta membentuk persepsi positif terhadap iklim keselamatan, yang pada akhirnya mendorong peningkatan perilaku keselamatan *(safety behavior)* karyawan unit produksi PT. Putra Albasia Mandiri, sehingga, dapat menurunkan angka kecelakaan kerja yang terjadi.

Kata kunci: *Safety Leadership, Safety Behavior, Safety Knowledge, Safety Climate,* SEM-PLS.