EMPHASIZES THE IMPORTANCE OF SAFETY BEHAVIOR BY OPTIMIZING SAFETY LEADERSHIP AND SAFETY KNOWLEDGE THROUGH A SAFETY CLIMATE

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ABSTRACT

Purpose: This study aims to comprehensively examine and empirically test how safety behavior can be realized, by optimizing the role of safety leadership and safety knowledge so as to create a safety climate.

Theoretical Framework: This study uses two theories as the logic of the relationship between the variables studied. Related to the role of safety leadership, the Full-Range Leadership Model theory is applied, while the planned behaviour theory is used to explain the resulting behaviour.

Design/methodology/approach: The population in this study were employees of manufacturing companies in Banyumas. Starting with providing willingness forms to 15 companies, only 9 companies were willing. While the sample involved with work safety management activities directly was 792 samples. The questionnaire was given openly and randomly, using accidental sampling. The questionnaires collected and included in the criteria were 427 respondents.

Finding: That it has been empirically proven that safety behavior is influenced by safety leadership and safety knowledge through safety climate

Research, Pratical & Social Implication: This research has theoretical implications and practical implications. Theoretically, it is an additional knowledge of the application of work safety behaviour in manufacturing companies. While practically it is an evaluation for companies in implementing safety management.

Originality, value: The originality of this research apart from the conceptual framework is also from the object of research which is carried out on several manufacturing companies with different criteria and implementing a work safety management system. And similar research has never been done especially in Indonesia

Keywords: Safety Behavior, Safety Leadership, Safety Climate, Safety Knowledge, Manufacturing.

ENFASTA A IMPORTÂNCIA DO COMPORTAMENTO DE SEGURANÇA, OTIMIZANDO A LIDERÃNCIA E O CONHECIMENTO DE SEGURANÇA ATRAVÉS DE UM CLIMA DE SEGURANÇA

RESUMO

Objetivo: Este estudo visa examinar de forma abrangente e testar empiricamente como o comportamento de segurança pode ser realizado, otimizando o papel da liderança em segurança e do conhecimento de segurança, de modo a criar um clima de segurança.

Referencial Teórico: Este estudo utiliza duas teorias como lógica da relação entre as variáveis estudadas. Relacionada ao papel da liderança em segurança, a teoria do Modelo de Liderança Full-Range é aplicada, enquanto a teoria do comportamento planejado é usada para explicar o comportamento resultante.

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Emphasizes the Importance of Safety Behavior by Optimizing Safety Leadership and Safety Knowledge through a Safety Climate


Constatação: Foi comprovado empiricamente que o comportamento de segurança é influenciado pela liderança em segurança e pelo conhecimento de segurança através do clima de segurança.

Pesquisa, implicações práticas e sociais: Esta pesquisa tem implicações teóricas e implicações práticas. Teoricamente, é um conhecimento adicional da aplicação de comportamentos de segurança no trabalho em empresas de manufatura. Embora na prática seja uma avaliação para as empresas na implementação da gestão de segurança.

Originalidade, valor: A originalidade desta pesquisa além do quadro conceitual vem também do objeto de pesquisa que é realizada em diversas empresas fabricantes com critérios diferentes e implementando um sistema de gestão de segurança do trabalho. E pesquisas semelhantes nunca foram feitas, especialmente na Indonésia.

Palavras-chave: Comportamento de Segurança, Liderança em Segurança, Clima de Segurança, Conhecimento de Segurança, Fabricação.

ENFATIZA LA IMPORTANCIA DEL COMPORTAMIENTO DE SEGURIDAD OPTIMIZANDO EL LIDERAZGO Y EL CONOCIMIENTO DE SEGURIDAD A TRAVÉS DE UN CLIMA DE SEGURIDAD

RESUMEN

Propósito: Este estudio tiene como objetivo examinar exhaustivamente y probar empíricamente cómo se puede lograr el comportamiento de seguridad, optimizando el papel del liderazgo en seguridad y el conocimiento de seguridad para crear un clima de seguridad.

Marco Teórico: Este estudio utiliza dos teorías como lógica de la relación entre las variables estudiadas. En relación con el papel del liderazgo en seguridad, se aplica la teoría del modelo de liderazgo de rango completo, mientras que la teoría del comportamiento planificado se utiliza para explicar el comportamiento resultante.

Diseño/metodología/enfoque: La población de este estudio fueron empleados de empresas manufatureiras en Banyumas. Comenzando por proporcionar formularios de voluntad a 15 empresas, solo 9 empresas estuvieron dispuestas. Mientras que la muestra involucrada con actividades de gestión de seguridad en el trabajo directamente fue de 792 muestras. El cuestionario se aplicó de forma abierta y aleatoria, mediante muestreo accidental. Los cuestionarios recopilados e incluidos en los criterios fueron 427 encuestados.

Hallazgo: Que se ha demostrado empíricamente que el comportamiento de seguridad está influenciado por el liderazgo en seguridad y el conocimiento de seguridad a través del clima de seguridad.

Investigación, implicaciones prácticas y sociales: esta investigación tiene implicaciones teóricas e implicaciones prácticas. Teóricamente, es un conocimiento adicional de la aplicación de comportamientos de seguridad laboral en las empresas manufatureiras. Mientras que prácticamente es una evaluación para las empresas en la implementación de la gestión de seguridad.

Originalidad, valor: La originalidad de esta investigación además del marco conceptual también lo es por el objeto de investigación que se realiza en varias empresas manufatureiras con diferentes criterios e implementando un sistema de gestión de seguridad en el trabajo. Y nunca se ha realizado una investigación similar, especialmente en Indonesia.

Palabras clave: Comportamiento de Seguridad, Liderazgo en Seguridad, Clima de Seguridad, Conocimiento de Seguridad, Manufactura.

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1 INTRODUCTION

Work safety is important in carrying out work activities. Accidents can happen anytime and anywhere, if we do not understand the importance of safety at work, it is likely that things we do not want can happen (Saleem & Malik, 2022). Work safety is a condition where a person is awake and protected from danger. Work safety indicates that the workplace is safe from suffering, damage, or loss. There are three reasons why occupational safety should be applied by every company or organization: moral, legal, and economic (Subramaniam, 2016). Work safety is a company's effort to create a safe and comfortable work environment for its employees to perform the tasks assigned by the company and to prevent hazards that cannot threaten their safety while they work (Hedaputri et al., 2021).

One of the causes of accidents and occupational diseases is the implementation and supervision of K3 that has not been optimal, as well as the safety behavior of the industrial community in particular and the community in general that has not been optimal (Barakat Abuashour & Hassan, 2019). The dominant cause of workplace accidents is operating errors due to management negligence interacting with unsafe actions and conditions (A. et al., 2016; Liu et al., 2012). Work accidents in general are caused by 2 main factors, namely unsafe behavior (unsafe action) and unsafe work environment (unsafe condition) and 85% of accidents are contributions from unsafe behavior (Unsafe action). Workplace leaders and management and workers must make real occupational safety and health efforts to prevent work accidents (Seo &; Lee, 2022).

Safety behavior is influenced by many factors, one of which is safety leadership. This safety leadership factor is considered a key factor to minimize the occurrence of worker errors (Clara Man Cheung, Rita Peihua Zhang, Qingbin Cui, 2021). This is because safety leadership is a form of interaction carried out by leaders to their subordinates so that they can affect the achievement of safety goals both within the scope of the organization and individual subordinates (Y. H. Lee et al., 2019). Broadly speaking, safety leadership is divided into two forms of behavior, namely transformational leadership and transactional leadership. Transformational leadership emphasizes future development so it is referred to as relationship-oriented leadership (Fitriana et al., 2024). This leadership is characterized by individual values and interactions, resulting in better quality of interaction and greater attention to the welfare of subordinates (Suroya et al., 2023). While transactional leadership focuses on the relationship between reward and performance so it is referred to as task leadership (Bagis et al., 2021).
Safety leadership is a skill to meet the goal of fostering a work safety culture within the company, leaders must be able to activate and move all subordinates (Sadiq, 2020). If the leader has good safety leadership, then most likely his employees are also good safety knowledge (Y. H. Lee et al., 2019). Leaders must be responsible to their employees to have the necessary knowledge, confidence and awareness to do work safely and comfortably to reduce the risk of workplace accidents (Zhang et al., 2022).

Safety leadership is the responsibility of leaders in supporting the development of policies and practices that create safer societies (Y. H. Lee et al., 2019). Therefore, leaders must have expertise in fostering a work safety culture within the company that is useful for the formation of active workers and initiatives to prioritize safety in every activity. Safety leadership has a focus on improving communication and understanding between leaders and their subordinates (employees). A leader must be able to influence, conquer, and persuade his subordinates to implement work safety behavior as important (Basahel, 2021).

The importance of understanding safety behavior for employees can have a good impact on the Company (Bagis et al., 2024). Employees must know safety practices and procedures at work, this is referred to as safety knowledge (Umranı et al., 2019). Safety knowledge must exist in employees, because it helps someone awake from bad things (work accidents). So as to provide comfort in doing work. Safety knowledge in employees will develop well if a company leader also understands and implements it (Seo & Lee, 2022). Not only safety knowledge is needed in employees to provide a sense of comfort and security in doing work.

Lack of knowledge of work safety in construction projects can trigger unsafe acts and result in work accidents (Gruys & Sackett, 2003). The perception of an assessment of a safe or not action for workers can be formed as a result of habits carried out where they live (Шаймурзин, 2020). Although sometimes as long as their work performance is not disrupted, sometimes employees must be free to do their best (Bagis et al., 2024). To overcome unsafe acts that occur quite often in companies, companies try to create a good safety climate (Griffin & Curcuruto, 2016). This is so that workers have good safety behavior. A good safety climate will make safety behavior in the construction project good too. There are many factors that support the creation of a good safety climate. These dominant factors greatly affect the creation of a good safety climate (Ansori et al., 2021).

Efforts to control work accidents can be done by improving safety behavior in the workforce. Safety behavior will make employees avoid the risk of accidents and create a sense of security at work so as to increase employee productivity (Subramaniam et al., 2023).
Increasing employee productivity will certainly affect the improvement of company performance. Safety behavior into two types, namely, safety compliance and safety participation. Safety compliance is compliant behavior in carrying out safety rules in working in the work environment, for example: carrying out standard K3 procedures & using work safety equipment, while Safety Participation is individual behavior that supports work safety in the work environment, for example: participating in meetings related to work safety (Ansori et al., 2021).

Referring to the annual report data of the Social Security Administration Agency (BPJS), employment in the last 10 years has mostly increased the number of work accidents each year. The high rate of work accidents demands efforts to implement work safety and accidents as a top priority in order to realize an increase in work productivity. Even from the side of workers have submitted complaints to the Manpower Office regarding the low level of occupational safety and health applied in the company. Currently, there is no research that comprehensively examines how safety behavior can be realized, by optimizing the role of safety leadership and safety knowledge so as to create a safety climate. This study aims to empirically examine the role of safety leadership and safety knowledge on safety behavior by using safety climate as an intervening variable.

2 THEORITICAL FRAMEWORK

2.1 FULL-RANGE LEADERSHIP MODEL (FRL) AND THEORY OF PLANNED BEHAVIOR

The relationship between safety leadership and safety behavior is supported by several theories, including the Full-Range Leadership Model (FRL; Bass, 1985) and the Theory of Planned Behavior (TPB). The FRL model includes three groups of leader behavior: transformational, transactional, and laissez-faire (J. Lee et al., 2019). Transformational leaders inspire and motivate employees to prioritize safety over productivity, while transactional leaders clarify expectations and acknowledge subordinates' actions to achieve safety outcomes (Bass et al., 2003). On the other hand, Laissez-faire leaders have a passive influence on safety behavior (Sudjadi &; Darmawati, 2021). TPB, a framework widely used in safety research, argues that perceived attitudes, norms, and control influence an individual's intention to perform certain behaviors (Sawhney &; Cigularov, 2019). In the context of safety behavior, safety
leadership can influence these determinants of the TPB, leading to increased safety participation and compliance. In short, safety leadership is positively related to the safety climate, with transformational leadership and safety participation behaviors being particularly important (Mullen & Kevin Kelloway, 2009). The FRL model provides a comprehensive understanding of the different types of leader behaviors that can influence safety behavior, while the TPB framework helps elucidate the underlying mechanisms that drive these relationships.

2.2 SAFETY LEADERSHIP AND SAFETY CLIMATE

Safety leadership is a leader's ability to influence employee safety behaviors and attitudes, which in turn can lead to better safety outcomes such as reduced accident rates and improved safety performance (Zhao et al., 2022; Zulkifly et al., 2021). Safety leadership mencakup berbagai gaya kepemimpinan, termasuk kepemimpinan transformasional, transaksional, dan pasif, yang dapat mempengaruhi safety climate dan safety participation (Cheung et al., 2021). Safety leadership is an influence process in which the safety leader improves the work safety environment, guides employees, and helps them regulate their own safety behaviors to achieve the overall safety goal of the organization (Zhao et al., 2022). Safety leadership has been found to be positively related to safety climate, as it can improve safety awareness and strengthen the safety climate of the organization. Transformational safety leadership, in particular, is oriented towards the generating stage, aiming to create a system with embedded safety practices (Draghici et al., 2022). Safety climate is defined as shared perceptions among the members of a social unit, of policies, procedures, and practices related to safety in the organization. It is influenced by various factors, including leadership styles, management safety priority, commitment and competence, and worker safety commitment and priority (Abubakar et al., 2020). The literature has shown that organizational leadership affects safety climate, safety culture, and safety outcomes. awareness, behaviors, and perceptions of employees. By fostering a positive safety climate, organizations can improve their safety culture and ultimately achieve better safety outcomes.

H1 : Safety leadership affects on safety climate
2.3 SAFETY KNOWLEDGE AND SAFETY CLIMATE

Safety knowledge plays a crucial role in shaping safety climate, as it influences the safety awareness, behaviors, and perceptions of employees. Safety knowledge refers to the understanding and application of safety principles, practices, and procedures within an organization (Putra et al., 2022). It is an essential component of safety culture, which is defined as the shared beliefs, values, attitudes, and customs related to workplace safety. Safety climate, on the other hand, is the shared perceptions among employees about the importance of safety within the organization (Khasanah et al., 2019). It is influenced by various factors, including safety knowledge, leadership styles, management safety priority, commitment and competence, and worker safety commitment and priority (Abubakar et al., 2020). The literature has shown that organizational leadership affects safety climate, safety culture, and safety outcomes. In summary, safety knowledge is a key factor in shaping safety climate, as it influences the safety awareness, behaviors, and perceptions of employees. By fostering a positive safety climate, organizations can improve their safety culture and ultimately achieve better safety outcomes (Ansori et al., 2021).

H2: Safety knowledge has effect on safety Climate

2.4 SAFETY CLIMATE ON SAFETY BEHAVIOR

There is a significant relationship between safety climate and safety behavior (Tanjung et al., 2020). Safety climate, which is an employee's perception of the state of work safety in the work environment, has a significant influence on employee safety behavior (Abubakar et al., 2020). Research shows that safety behavior, which is the underlying behavior to prevent work accidents, is influenced by safety climate (Bosak et al., 2013). A good safety climate can encourage the creation of positive safety behavior in the workplace, which in turn can help prevent workplace accidents and create a safer work environment. In this context, safety climate and safety behavior are interrelated and have a significant influence on each other (Draghici et al., 2022). A good safety climate can influence employee behavior in adopting safety practices, thus creating a safer and more productive work environment. Thus, understanding and attention to safety climate and safety behavior is key in efforts to improve work safety in various organizations.

H3: Safety climate effects on safety behavior
2.5 SAFETY LEADERSHIP AND SAFETY BEHAVIOR

Safety leadership has a positive influence on employee safety behavior. Studies have shown that safety leadership practices, such as communicating safety demands and providing resources for safe work practices, are connected to high levels of employee safety behavior (Omidi et al., 2023). Transformational safety leadership, which shapes the generation level and creates systems with integrated safety practices, is also connected to high levels of employee safety behavior (Sawhney & Cigularov, 2019). Safety behavior is behavior that outlines safety in the work environment, which relates to safety policies, practices, and procedures in the organization. Safety climate, which consists of sharing users about safety policies, practices, and procedures in organizations, is also connected to safety behavior (Rahman et al., 2023). In conclusion, safety leadership has a positive influence on employee safety behavior, as a tool to form a positive safety climate and build awareness and a high level of safety in the organization.

H4: Safety leadership has effect on safety behavior

2.6 SAFETY KNOWLEDGE AND SAFETY BEHAVIOR


H5: Safety knowledge has effect on safety behavior
2.7 SAFETY CLIMATE AS INTERVENING BETWEEN SAFETY LEADERSHIP AND SAFETY KNOWLEDGE ON SAFETY BEHAVIOR

Safety climate is a perception related to work safety in the work environment (Abubakar et al., 2020). Safety climate is formed as a result of the company's efforts to create a comfortable and safe work environment, which then gets judgment from workers (Walker & Kuchinka, 2023). Safety climate is one of the factors that influence employee behavior while working, so it becomes an important component in creating a safe and safe work environment (Neal & Griffin, 2006). Safety behavior, on the other hand, is an underlying behavior to prevent work accidents. Safety behavior is determined by a high level of safety in performing tasks, as well as the level of desire to perform safe behavior (Basahel, 2021). Safety behavior is also related to safety climate, so it has a significant influence on employee safety behavior.

Research conducted by Asyera Br Surbakti, Mappeaty Nyorong, and Nur Aini (2023) shows that safety climate has a significant effect on employee safety behavior, making it an important component in creating a safe and safe work environment. A good safety climate can help create positive safety behavior and create a safer work environment. Safety leadership, on the other hand, is a process that forms a positive work environment and creates high safety behavior (Sadiq, 2020). Safety leadership is also related to safety climate and safety behavior, so it has a significant influence on employee safety behavior (Basahel, 2021). Safety climate has a significant influence on employee safety behavior, making it an important component in creating a safe and safe work environment. A good safety climate can help create positive safety leadership and create positive safety behavior, which in turn can help prevent work accidents and create a safer work environment (Umranı et al., 2019).

Safety knowledge, on the other hand, is the understanding and application of safety principles, practices, and procedures in the work environment. Safety knowledge is related to safety compliance, which is behavior that refers to a high level of security in performing tasks, as well as safety motivation, which is the level of desire to perform safe behavior (Osman et al., 2015). Safety knowledge is also related to safety climate and safety behavior, so it has a significant influence on employee safety behavior. Research conducted by Cooper and Phillips (2004) shows a direct relationship between safety climate and safety behavior, so it becomes an important component in creating a safe and safe work environment.

A good safety climate can help create positive safety leadership and create positive safety behavior, which in turn can help prevent workplace accidents and create a safer work
environment (Y. H. Lee et al., 2019). In this context, safety climate, safety leadership, and safety knowledge are interrelated and have a significant influence on each other. A good safety climate can help create positive safety leadership and create positive safety behavior, which in turn can help prevent workplace accidents and create a safer work environment. Safety knowledge can help reduce unsafe actions, refer to higher levels of safety, and create a safer work environment.

H6: Safety Climate can mediate the influence between safety leadership and safety behavior

H7: Safety Climate can mediate the influence of safety knowledge on safety behavior

Figure 1
Conceptual framework

Source: Prepared by Authors (2024)

3 RESEARCH METHOD

The research design used in this study was survey research. Survey research design is a quantitative research method used to characterize attitudes, behaviors and characteristics of populations as determined by samples taken from (Sugiyono, 2019). This study aims to comprehensively examine and empirically test how safety behavior can be realized, by optimizing the role of safety leadership and safety knowledge so as to create a safety climate. By using safety leadership and safety knowledge which are exogenous variables that will
Influence leadership behavior as endogenous variables, then safety climate as an intervening variable. This study used primary data sources (Hair et al., 2019) obtained through the distribution of questionnaires. The population in this study is employees of manufacturing companies in Banyumas carasidenan. The researcher provides a form as proof of willingness to be involved in the research. And of the 15 companies, only 9 companies are willing. While the samples involved with safety management activities directly were 792 samples. We give questionnaires openly and randomly, so the sampling method used is accidental sampling. The questionnaires collected and included in the criteria were 427 respondents. Data analysis in this study uses Structural Equation Model (SEM) using Partial Least Square (PLS) analysis software. There are three dimensions in safety leadership consisting of safety motivation, safety policy and safety concern (Lu & Yang, 2010). The dimension of safety knowledge is knowledge of using safety equipment, knowledge of types of work hazards and knowledge of emergency situation management (Vinodkumar & Bhasi, 2010). Measurement of climate safety based on commitment to safety, perceived risk and emergency response (Wu et al., 2011).

4 RESULTS

The respondents used as a sample in this study were 427 employees from several existing manufacturing companies. Respondents were dominated by employees with male gender, which was 88.76% (379 employees) while the rest were female employees amounting to 48 employees (11.24%). Respondents are employees who are directly related to activities that require a high level of security, and for male employees occupy positions as supervisors of production equipment, machine operators and maintenance departments. Female respondents work as persons in charge of recording or administering the use and maintenance of production machines.

Seen in table 1 the concurrent reliability test should score more than 0.5 according to the AVE value. The results state for the AVE values on the following variables: Safety Leadership, Safety Climate, Safety Knowledge, Safety Behavior show that all variables > 0.05. Cornbach alpha and composite reliability values are appropriate because they are greater than or equal to 0.7 so that all variables in the study are stated to be valid and reliable.
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**Tabel 1**

*Construct Reliability and Validity*

<table>
<thead>
<tr>
<th></th>
<th>Cronbach's Alpha</th>
<th>rho_A</th>
<th>Composite Reliability</th>
<th>AVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety Leadership</td>
<td>0.922</td>
<td>0.925</td>
<td>0.937</td>
<td>0.682</td>
</tr>
<tr>
<td>Safety Climate</td>
<td>0.950</td>
<td>0.952</td>
<td>0.956</td>
<td>0.645</td>
</tr>
<tr>
<td>Safety Knowledge</td>
<td>0.938</td>
<td>0.943</td>
<td>0.947</td>
<td>0.644</td>
</tr>
<tr>
<td>Safety Behavior</td>
<td>0.919</td>
<td>0.946</td>
<td>0.936</td>
<td>0.708</td>
</tr>
</tbody>
</table>

Source: Prepared by Authors (2024)

Table 2 displays structural models that provide detailed information about the hypotheses to be investigated, including direct correlation and mediation. The test results show that there is a significant relationship between safety leadership and safety behavior, this is evidenced by the results of a t-value of 2.376. At a t-value of 1.230, safety knowledge has an insignificant effect on safety behavior. Safety climate has a role in providing positive encouragement to positive safety behavior with a t value of 15.539. In addition, there is an influence of safety leadership on climate safety in providing safe resources, it is shown that the t-value is 8.218. Finally, safety knowledge affects the safety climate, considered capable of creating a safe work environment with (t-value = 5.951).

**Tabel 2**

*Hypothesis test result*

|                      | Original Sample (O) | T Statistics (|O/STDEV|) | P Values | Conclusion |
|----------------------|---------------------|-----------------|----------|------------|
| Safety Leadership -> Safety Behavior | 0.148              | 2.376           | 0.018    | Accepted   |
| Safety Knowledge -> Safety Behavior | 0.140              | 1.230           | 0.029    | Accepted   |
| Safety Climate -> Safety Behavior   | 0.759              | 15.539          | 0.000    | Accepted   |
| Safety Leadership -> Safety Climate | 0.528              | 8.218           | 0.000    | Accepted   |
| Safety Knowledge -> Safety Climate  | 0.387              | 5.951           | 0.000    | Accepted   |

Source: Prepared by Authors (2024)

In table 3. This study shows the impact of safety climate on safety leaders and safety behavior, but it has no effect.

**Tabel 3**

*Spesific Indirect Effect*

|                      | Original Sample (O) | T (|O/STDEV|) | P Values | Conclusion |
|----------------------|---------------------|--------|----------|------------|
| Safety Leadership -> Safety Climate | >0.137             | 1.798  | 0.043    | Accepted   |
| Safety Knowledge -> Safety Climate  | >0.100             | 1.845  | 0.026    | Accepted   |

Source: Prepared by Authors (2024)
5 DISCUSSION

Safety leadership is able to reduce the rate of workplace accidents by influencing employee attitudes such as providing guidance or regulating employee safety behavior. Safety leadership is proven to have a positive relationship with the safety climate, by setting a good example and showing a strong commitment to occupational safety, it can improve the safety climate and improve better safety performance. The findings of the same study come from investigations conducted by (Zhao et al., 2022; Zulkifly et al., 2021).

Safety knowledge is very important in influencing the safety climate in a company. With the results of research that shows that safety knowledge has a positive impact on the safety climate. This is by equipping employees, safety knowledge such as safety training programs, safety practices, and improving safety culture to foster a safety climate that can result in better and safer safety performance, these results are in line with research (Ansori et al., 2021).

The safety climate is significantly able to create positive safety behaviors so as to prevent work accidents and create a safe work environment. This is because the safety climate affects employees about safety management that is operationalized in the workplace. When employees comply and participate in safety activities, improved safety behavior and performance can contribute to a safe work environment for all employees. The appropriate research was conducted by (Abubakar et al., 2020; Bosak et al., 2013; Draghici et al., 2022; Rahman et al., 2023; Tanjung et al., 2020).

The results showed that safety leadership in safety behavior has a positive influence or is able to communicate safety procedure guidance to employees to build high awareness. This shows that safety leadership through a transformational leadership style can create an integrated safety strategy system and is able to provide actions or decisions when there are safety problems that occur in the work environment. This is because employees accept the employee's policy or compliance with safety procedures. These results are consistent with research conducted by (Omidi et al., 2023; Sawhney & Cigularov, 2019). When safety leadership is considered more important in encouraging safety behavior and reducing accidents in the workplace.

The results showed that safety knowledge plays an important role in shaping safety behavior. This safety knowledge has a positive impact on safety behavior, because it provides the understanding or practice needed by employees to perform their duties well and follow safety procedures. This finding is in line with investigations conducted by (Basahel, 2021; Sadiq, 2020; Seo & Lee, 2022; Vinodkumar & Bhasi, 2010).
The final discussion is how the health climate acts as a mediator between safety leadership, safety knowledge and safety behavior. Safety leadership and Safety climate towards safety behavior. A good safety climate can help create positive safety leadership through actions or policies adhered to by employees, and create high safety behaviors so as to prevent workplace accidents and create a safe work environment. This is in accordance with research conducted by (Basahel, 2021; Sadiq, 2020; Umranı et al., 2019).

On the other hand, safety knowledge and safety climate to safety behavior have a significant relationship in creating a safe and secure work environment. The existence of compliance from employees makes employees motivated to carry out duties and carry out safe behavior. This finding is consistent with an investigation by (Cooper and Phillips, 2004).

6 CONCLUSION

The results of research have empirically proven the relationship between existing variables. Employees must have compliance with the demands and procedures that exist in the organization. This is because employees have a motivating perception in carrying out duties as well as safety leadership, safety knowledge and safety behavior can foster safety levels and can reduce the rate of accidents in the workplace. This research provides theoretical and practical implications, theoretically can provide additional reading for researchers, expand research rules related to the topic of safety behavior in employees in companies. At the same time, it can be used as evaluation material for companies to be appropriate in implementing company policies or procedures in carrying out actions and decisions related to research topics.

Limitations in this study, limited number of respondents so potential bias in responses. It is necessary to conduct longitudinal research related to safety behavior associated with other antecedent variables. So that research on the topic of safety behavior is growing and is not driven only based on certain variables.

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