

ABSTRACT

The research explores the concept of existential safety in a work context by integrating ideas from Human Resource Management Theory, Social Learning Theory, and metaphysical anthropological philosophy, with humanist management principles. The new concept introduced is 'Collective Safety Behavior', which emphasizes individual safety awareness in the work context, aiming to achieve well-being.

Quantitative methods were employed in this research with 227 crew members from the Indonesian National Shipping Company as respondents. The research results indicate that all propositions and seven hypotheses proposed are accepted. The conclusion of this research confirms that safety is reflected in management commitment, facilitative leadership, and safety training, which involve the physical, mental, and spiritual aspects of humans. Individual self-awareness also plays a role in forming safe collective behavior in the work environment. Therefore, the conclusion suggests that collective safety behavior is a strong factor influencing the relationship between safety commitment and safety performance, facilitative leadership and safety performance, as well as safety training and safety performance.

The managerial implication of this research is that safety is the responsibility of every person in the community, and leaders who demonstrate commitment to safety are crucial. Future research is expected to further develop the concept of existential safety in the work context by exploring other factors that can improve safety performance.

Keywords: *Collective safety behavior, management commitment, facilitative leadership, safety training, safety performance.*

