

ABSTRACT

The aim of this study is to analyse the effect of Safety Leadership, Safety Culture and Safety Training that influences the employee Safety Behavior at PT. AST Indonesia Semarang.

Mixed methods with sequential explanatory type approach was utilized in this study. The quantitative instruments were using SEM methods while Indonesian and Japanese manager interview was used for the qualitative instrument.

The study involved 100 employees as the questionnaire respondents from 600 production employees population and 3 manager as interviewees. Simple random sampling was use at quantitative research with a proportional quantity of responden have taken in every department depend on total employee in each department. The validation of qualitative result have used by honest validation from respondents which was confirmed and approved by responden's with their signature at qualitative question and answer list.

Based on the result of the quantitative and qualitative data, the research hypothesis conclusion of Safety Leadership, Safety Culture and Safety Training effect is positive and significant to Safety Behavior and the other findings at this research could be explained that the direct effect of Safety Culture to Safety Training (0.646) more than Safety Leadership effect to Safety Training (0,217). In other side Safety Leadership effect to Safety Behavior (0.386) more than Safety Culture effect to Safety Behavior (0.297). The Indirect effect between Safety Leadership (0.08) and Safety Culture (0.239) to Safety Behavior was lower than the direct effect, this result shown that Safety Training is not an intervening variable on this research.

Keywords : Safety Leadership, Safety Culture, Safety Training , Safety Behavior.