

Effect of Personality, Individual Characteristics, and Safety Management on Safety Performance at PT PAL Indonesia

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ABSTRACT

Introduction: PT PAL Indonesia is one of the largest shipyard industries in Indonesia, Based on the results of the survey conducted, there were several unsafe acts and unsafe conditions observed. The aims of this study aim to analyze the effect of personality, characteristics of individuals and safety management practices on safety performance of workers in the Commercial Ship Division of PT PAL Indonesia Surabaya. **Method:** This study used a cross-sectional design and simple random sampling method, involving 104 worker samples from a population of 139 workers. The dependent variable was personal safety performance, while the independent variables were personal awareness, safety management practices safety training and individual characteristics. Primary data were collected through questionnaires, observations and interviews. This study includes univariate analysis, bivariate analysis with Chi-square test and multivariate analysis using logistic regression analysis. **Results:** Based on the results of logistic regression analysis, the effect of conscientiousness personality with safety performance ($\rho=0.013$), the effect of safety management practices with safety training ($\rho=0.000$), the effect of age variables with safety performance ($\rho=0.024$) and the effect of working period variables with safety performance ($\rho=0.024$). **Conclusion:** There are effects of conscientiousness, personality, age, working period, safety management practices, and safety training on safety performance of workers at PT PAL Indonesia in 2023. This research can improve work safety performance by understanding the factors that influence it and companies can design more effective safety strategies.

Keywords: characteristics of individuals, personality, safety management practices, safety performance

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INTRODUCTION

The government has demonstrated its concern and responsibility to prevent an increasing number of workplace accidents, including the issue of Law No. 1 of 1970 on Workplace Safety (Presiden Republik Indonesia, 1970), which required companies to implement safe working conditions and to provide training and explanations to their employees about such as conditions.

According to Suma'mur (cited in Larasatie *et al.*, 2022) work accidents occur due to unsafe

behavior and unsafe working conditions. Cooper (cited in Bafadhal, Hapis and Kurniawati, 2022) believes that unsafe behavior is the cause of 80-95% of work accidents. The National Safety Council (NSC) of the United States (2011) also supports this statement, stating that 88% of work accidents are caused by unsafe behavior, 10% of work accidents are caused by unsafe conditions, and 2% are caused by unknown causes (Zohar *et al.*, 2020). If a good safety production atmosphere is not created, unsafe conditions and unsafe behavior will occur and according to Yuliani and Widajati (2021), a company's productivity is influenced by the quality of its workforce, making effective and optimal human resource management essential.

Cite this as: Aderilla, S. *et al.* (2024) 'Effect of Personality, Individual Characteristics, and Safety Management on Safety Performance at PT PAL Indonesia', *The Indonesian Journal of Occupational Safety and Health*, 13(3), pp. 287-294

This study aims to analyze the influence of personality and safety management practices on safety performance. This study has been used as a reference framework by numerous studies to investigate and analyze the relationship between personality and individual performance, as well as personality relationships with individual involvement in workplace accidents (Clarke, 2016 cited in Alvionisa, Nurcholis and Utami, 2022).

Personality is a pattern that regulates individual behavior that tends to remain over a relatively long period of time, is unique, individual and complex. Judging from their personality, everyone has differences in work-related behavioral values. Therefore, matters relating to how to do work and the results achieved from the work, what is done and how to do it, then understanding the characteristics of workers is important so that every task and responsibility given can be in accordance with the characteristics possessed by each worker (Batilmurik and Faymau, 2021). The personality variables show that the personality trait conscientiousness is the most predictive of job performance followed by openness to experience, sociability, extraversion and emotional stability, so personality is useful for predicting other job-related criteria, such as job satisfaction and job performance (Puspita, 2022).

Personality is a reflection of an individual's behavior. Personality might be defined as a dynamic organization in an individual consisting of a psychological system that is unique to the environment. Dynamic indicates that personality constantly changes and manifested in the form of organizational behavior, implying that there are interrelationships and psychological systems such as habits, attitudes, beliefs, emotional states, and feelings (Alvionisa, Nurcholis and Utami, 2022).

In observation of several unsafe conditions that exist in the company's work area, the obstacle experienced is the lack of awareness of workers to provide reports if they know of unsafe conditions in the work area. In addition to this, to procure several items that support occupational safety and health in the company requires cost and time until they can be available in the work area. The role of workers and management is very important in creating a safe and healthy work environment. Because of these problems, researchers are interested in conducting research related to the effect of personality, characteristics of individuals and safety management practices on safety performance of workers in the

Commercial Ship Division of PT PAL Indonesia Surabaya.

PT PAL Indonesia is one of Indonesia's largest shipbuilders and has established itself as a significant force in the growth of the national marine sector. Safety and health at work, as well as the prevention of environmental pollution and disease outbreaks (particularly COVID-19), are critical to maintaining continuity in all aspects of PT PAL Indonesia's activities. PT PAL Indonesia has been approved of four occupational health and safety management systems (SMK3): PP 50 and ISO 45001:2018. PT PAL Indonesia has also been using PROPER in the blue category since 2013.

Based on the results of discussions with the HSE team at the company, some of the barriers to improving worker safety are that individuals have varied personalities and come from a variety of backgrounds, so changing workers' safe behavior takes a long time.

In the observations carried out on August 23, 2022, there were three unsafe conditions in the company's working area in the Ships Division as well as the work area of the Hospital Assistance Ship 2. The constraint is the lack of awareness among workers to report unsafe conditions in the work area. Besides that, procuring some items that support safety and health at work for the company requires costs and time to be available in the work area.

Based on a survey carried out in the Division of Commercial Ships as well as the area of work of the Hospital Aid Ship, the results found that there were some unsafe actions and unsafe conditions observed. Among the unsafe actions carried out was that the workers did not use face shields when performing welding activities and did not wear safety glasses when grinding activities. In addition, the workers did not use fall protection such as safety belt, lanyard, etc., when working at heights. Ignorance of the use of self-protection equipment could increase the risk of injury in the event of an accident at work. When it is found that there is an unclosed manhole, the employee does not report it so that the hole could be closed when there is no work being carried out in the manhole.

Unsafe conditions found include the presence of cables that are looming and scattered in the work area. This can interfere with the work process and can pose a risk of falling. In addition, there is a blower that is not equipped with ducting as an oxygen exchange, so that the function of the blower in the Hospital Auxiliary Ship 2 work area cannot be

maximized because the circulation of oxygen is only in the ship area which creates a risk of increasing the temperature inside the ship. In addition, the electrical panel used in the Hospital Auxiliary Ship 2 work area is not equipped with an electrical voltage hazard sign. This can increase the risk of electric shock if there are workers who do not know whether the panel is under voltage or not.

According to Saridewi (2019), personality conscientiousness effects safety performance among hospital nurses. Furthermore, the dimension of safety training in safety management practices affects the safety performance of nursing staff at Surabaya City's hospital. This shows that by conducting good safety training, it can improve safety performance in nurses.

Based on this and in accordance with the results of a survey that has been conducted in the Commercial Ship division and the Hospital Auxiliary Ship 2 work area, this study aims to analyze the effect of personality, characteristics of individuals and safety management practices on safety performance of workers in the Commercial Ship Division of PT PAL Indonesia Surabaya.

METHODS

This research was quantitative research. It is an observational study conducted using a cross-sectional research building design. Cross sectional research is research where researchers measure data on independent and dependent variables only once at a time (Abduh *et al.*, 2023).

The population in this study consisted of 139 employees at PT PAL Indonesia Surabaya who have defined inclusion requirements, including personnel from the Department of Production Support, workers with an active contract period until March 2023 and are not on sabbatical leave. This study evaluated a sample of 104 workers using basic random sampling, and the formula for determining sample size using the proportional estimate formula (Gulo, 2017).

The dependent variable in this study is personality safety performance, while the independent variables are personality conscientiousness and safety management practices safety training. After determining the sample, the BFI-2 questionnaire was used to obtain personality data on the five major personalities as created by Soto and John (Nurbaiti, Faradiba and Aisyah, 2022).

Aspects of the BFI-2 measure were developed based on theoretical considerations and the results

of previous empirical studies related to the BFI. The BFI-2 measure has a structure consisting of three facets, one of which is a key (primary) facet, a manifestation of the original dimension. For example, the sociability facet of the extraverted dimension. The other two facets as personality indicators are theoretically important and consistent with the results of previous research on the Big Five personality theory concepts themselves (Ahya and Siaputra, 2022).

The dimensions of BFI-2 include open-mindedness (which in BFI-1 is referred to as openness to experiences), conscientiousness, extraversion, agreeableness and negative emotionality (which in BFI-1 is referred to as neuroticism). For each dimension of the BFI-2, the response sheet provided a five-point Likert scale from 1 to 5 (1 = Strongly Disagree, 5 = Strongly Agree). The answer sheet used is a questionnaire created by Soto and John (2017) related to the BFI-2. The questionnaire used was the BFI-2 version on 30 question items.

Then safety management practices were explored through questionnaires and interviews using a modified questionnaire sheet by Vinodkumar and Bhasi (Dhani, Paskarini and Silehu, 2022) An observation sheet with eight statements as well as safety performance observations were made to observe respondents twice during working hours, once in the morning and once in the afternoon. The validity and reliability tests in this study were tested on 20 respondents from the same characteristics, namely workers at shipyard X in East Java. Before using the instrument to conduct data collection, the research instrument used was tested for validity and reliability first because the instrument in this study was adopted from English and had never been tested for validity and reliability on workers, especially in shipyards.

Univariate data analysis is used in this research to determine the frequency distribution and bivariate to analyzed the relationship between research variables (Senjaya *et al.*, 2022). Bivariate analysis was carried out using the Chi square test with the SPSS Version 21 for Windows, and to determine the effect of variables simultaneously, multivariable analysis was carried out with logistic regression analysis in this study. Logistic regression analysis used the backward stepwise (Wald) method. This study meets the current research ethical guidelines and regulations, as evidenced by certificate number 913/HRECC.FODM/XII/2022.

RESULTS

The results of the frequency and percentage distribution for each research variable can be seen in Table 1. These results show that the safety performance of the respondents from the observation results is mostly in the good category (88.5%). The percentage of the conscientiousness personality factor is (67.3%). Then, for safety management, the majority of respondents stated that safety training was good (86.5%). Meanwhile, the descriptive test results show a median value of 38 so that it can be concluded that the age category of workers >

Table 1. The Frequency Distribution of Dependent and Independent Variables among Workers at PT. PAL Indonesia Surabaya in 2023

Variable	Category	Frequency	Percentage (%)
Dependent Variable			
Safety Performance	Good	92	88.5
	Less	12	11.5
Independent Variable			
Personality			
Conscientiousness	High	70	67.3
	Lowly	34	32.7
Safety Management Practices			
Safety Training	Good	90	86.5
	Less	14	13.5
Characteristics of Individuals			
Age	> 38 Years Old	51	49.0
	≤ 38 Years Old	53	51.0
Working Period	> 11 Years	51	49.0
	≤ 11 Years	53	51.0

Source: Primary data (2023)

Table 2. The Effect of Personality and Safety Management Practices on the Safety Performance of Workers at PT. PAL Indonesia in 2023

Variable	Safety Performance			
	B	Wald	p-value	Exp (B)
Conscientiousness	1.493	6.236	0.013	4.451
Safety Training	1.972	37.531	0.000	2.691
Age	1.636	5.083	0.024	5.137
Working Period	1.636	5.083	0.024	5.137

Source: Primary data (2023)

38 years and ≤ 38 years which shows most of the respondents' ages are in the age range ≤ 38 years (51.0%). The productive age population according to the WHO is the population in the age range of 15-59 years, while in Indonesia the concept of productive age population is identical to the concept of working age population. The concept of productive age population that is usually used by BPS and most people in Indonesia is the population in the age range of 15-64 years. The productive-age population is one of the important backbones in the economic life of a region. The existence of a productive-age population can ensure the availability of a ready-to-use workforce (Goma, Sandy and Zakaria, 2021).

The working period category is obtained from the median cut of point value because the data are not normally distributed. The descriptive test results show a median value of 11 so it can be concluded that the category of workers' tenure is > 11 years and ≤ 11 years by showing most of the respondents' age in the age range ≤ 11 years (51.0%).

The logistic regression study reveals an important connection between the conscientiousness personality characteristic and safety performance (p-value = 0.013, p-value < 0.05). Employees with a conscientiousness personality are 4,451 times more likely to impact safety performance. The B value is positive, indicating that workers who are conscientious have superior safety performance.

The logistic regression study reveals that safety training has a substantial impact on safety performance, with a p-value of 0.000 (<0.05). Workers who said safety training was a good thing were 2.691 times more likely to impact safety performance. The B value was positive, indicating that workers who believe safety training is effective perform better on the job.

The results of logistic regression analysis show that the variables of age and working period have a significant effect on safety performance with a p-value of 0.024 (<0.05) and a p-value of 0.024

(<0.05). Workers who have an age of > 38 years are 5.137 times more likely to affect good safety performance compared to workers who have an age of \leq 38 years. The B value shows a positive sign, which means that workers with age > 38 years have better safety performance. Then, workers who have a work period > 11 years have a 5.137 times greater risk of affecting good safety performance compared to workers who have a work period \leq 11 years. The value of B shows a positive sign, which means that workers with a work period of > 11 years have better safety performance.

DISCUSSION

The frequency distribution of personality conscientiousness in workers mostly has high categories. This is because the employees in the work environment of PT. PAL Indonesia Surabaya have a job target based on the project being run, so discipline and perseverance are the top priorities so that the job results do not exceed the target completion time limit. In this study, there is a statistically significant effect of conscientiousness on safety performance.

The impact of this dimension of conscientiousness on safety performance is consistent with the results of research conducted by Clarke *et al.* (2021); the studies stated that the dimension of conscientiousness had a positive effect on safety performance and could be used to predict employee safety performance. Conscientiousness (willpower or lack of impulsiveness) is a trait that is more stressful in self-regulation (Syakarofath, 2019). Conscientiousness, in other words, is a commitment to duty, responsibility, dependability, and a love of order and discipline. In everyday life, they look to be a person who is punctual, performs well, is careful, and enjoys doing their best (Marandof, Solang and Hartati, 2023). This dimension assesses organizational abilities related to persistence and motivation in achieving a goal (Sosialisman, Sukmawati and Wicaksono, 2023) In everyday life, individuals appear as someone who is present on time, achieves, is thorough, and likes to do work to completion (Sulastri, 2024).

Simanullang (2021) found that the conscientiousness personality had no effect on employee safety behavior. Conscientiousness characterizes someone who is ordered, disciplined, trustworthy, thorough, neat, and diligent. According to Suyasa, Sari and Putra (2019) employees who lack

the tendency or personality of conscientiousness, agreeableness, and openness to experience, have the potential to do Counterproductive Work Behavior. However, if the employee is treated well (getting interpersonal justice) and given an explanation/information (getting informational justice) then the potential for Counterproductive Work Behavior carried out by the employee is reduced.

Training can be defined as learning preparation for improving work abilities in the field, and it is typically carried out by dealing directly with the work itself or mimicking work. It is intended that training would help you develop your skills, abilities, and work attitudes, allowing you to perform a job more effectively, which will improve its implementation, particularly performance (Dewanto, 2022). Aside from that, training has been shown to be useful in speeding up an employee's comprehension of their work before dealing directly with the work itself (Harahap, Matondang and Pardede, 2019).

Based on the resulted of the interview, safety training is given to workers according to the field of work carried out. For workers in the production section, several safety trainings are carried out, including welding safety, height work safety, scaffolding safety, and training in the use of light fire extinguishers (APAR) and fire simulations.

Based on the statistical test of this study, it was found that there is an effect of safety training on safety performance. According to Awaluddin, Suharni and Haeruddin (2019), management commitment through K3 training activities had a significant effect on employee safety behavior.

Safety training is an educational process designed to improve a person's knowledge, talents, and attitudes, particularly those of workers, in order for them to perform their jobs safely. According to the findings of this study, the majority of respondents believed that safety training was beneficial. This may be indicated that the organization has offered enough safety training for employees.

The frequency distribution of respondents based on age showed that most respondents were aged \leq 38 years. In this study, statistically there is an effect of age on safety performance. Research by Saraswati, Harianto and Listyaningsih (2021) shows that there is a significant effect of work safety behavior based on the age of the worker.

The early adulthood period is the first period of introduction to adults, a person in this period will begin to look for a place in the world of work

and the world of social relations. While the middle adult period with age ≤ 38 years, which is based on the period of life, this age is important because in this period the structure of life becomes more fixed and stable. The older a person is, the more mature the level of ability and strength will be in thinking and working. Someone who is more mature has a tendency to be more trusted than someone who is not mature enough. The older age group has a higher tendency to experience accidents compared to the younger age group. This is because young people have a higher reaction or response speed (Dasril, Sary and Putra, 2020). In general, physical capacities such as vision, hearing, and reaction speed will decrease at the age of 45 years or more (Rusila and Edward, 2022).

The frequency distribution of respondents based on working period found that most respondents had a tenure of ≤ 11 years. A person's work experience has to do with a person's ability to work in accordance with their field of work. In this study, statistically there is an effect of tenure on safety performance. Research by Saraswati, Harianto and Listyaningsih (2021) shows the results that there is a significant relationship between work experience and worker safety behavior. The working period is the length of time working from the first time you enter work until the research is carried out where the working period is an accumulation of a person's time in pursuing his job. The longer a person works, the more information and skills the person acquires about the world of work he is engaged in and he will be familiar with his work and work environment (William and Mahacandra, 2023).

Researchers assume that the longer the working period of a worker in the Commercial Ship division, the more accustomed and adaptive they are in doing their work. This can help them manage energy and improve safety performance at work, with the working period they have, workers are experienced in carrying out activities as well as being more careful and more aware of the risks involved in the work area supported by participating in safety talk activities before work is carried out. According to Fitriani, Hendri and Damayanti (2021), a sufficient period of service is the same as a person who has extensive experience in both obstacles and successes, the more experienced an employee is, the more it will help the company to produce more performance or output.

CONCLUSION

The safety performance assessment for the majority of respondents showed results in the good category. The results of logistic regression analysis show the effect of conscientiousness and agreeableness personality on safety performance, then there is also the effect of safety training on safety performance and characteristics of individual, namely age and working period of service there is an effect on safety performance on workers in the Commercial Ship Division of PT PAL Indonesia in 2023.

CONFLICT OF INTEREST

The researcher confirms that there is no conflict of interest between the parties engaged in this study.

AUTHOR CONTRIBUTION

SA conceptualized the manuscript, drafted the manuscript, and interpreted the analyses. NW provided guidance on the data analysis, reviewed the manuscript, and approved the manuscript, while ED and NYG assisted in the study of qualitative results.

ACKNOWLEDGMENTS

The authors would like to express their deepest gratitude to God Almighty, especially to the supervisors who always support and give help, as well as to PT. PAL Indonesia, which is willing to support the researcher in completing this article, especially the workers at PT. PAL Indonesia. The authors received no financial support for the research, authorship, and/or publication of this article.

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