

“Pengaruh *Social Safety Capital* dan *Safety Motivation* terhadap *Safety Citizenship Behavior* dengan *Safety Leadership* sebagai Moderator pada Pegawai Operasi PT Kereta Api Indonesia (Persero)”

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *safety motivation* dan *social safety capital* terhadap *safety citizenship behavior* (SCB) pada pegawai operasi PT Kereta Api Indonesia (Persero), serta mengeksplorasi peran *safety leadership* sebagai variabel moderasi. Penelitian menggunakan pendekatan kuantitatif dengan desain *cross-sectional survey*. Data dikumpulkan dari 450 responden yang terdiri atas pegawai *operasional* kereta api di 9 Daerah Operasi (Daop) dan 4 Divisi Regional (Divre), melalui teknik *probability sampling* secara proporsional dan acak. Instrumen penelitian berupa kuesioner terstruktur dengan 45 item pernyataan. Analisis data dilakukan menggunakan metode *Partial Least Squares–Structural Equation Modeling* (PLS-SEM) melalui aplikasi SmartPLS, yang mencakup pengujian *measurement model* (validitas dan reliabilitas) serta *structural model* (R^2 , f^2 , Q^2 , dan SRMR).

Hasil penelitian menunjukkan bahwa *social safety capital* berpengaruh positif terhadap *safety citizenship behavior*, tetapi tidak dengan *safety motivation*. Oleh karena itu, pengujian moderasi *safety leadership* pada hubungan tersebut tidak dilakukan lebih lanjut. Namun, penelitian ini menemukan bahwa *safety leadership* memiliki pengaruh langsung yang positif terhadap *safety citizenship behavior*.

Temuan ini menegaskan bahwa penguatan *social safety capital* dan pengembangan kompetensi *safety leadership* merupakan dua aspek krusial dalam mendorong terbentuknya *safety citizenship behavior* di lingkungan kerja yang berisiko tinggi seperti sektor perkeretaapian. Implikasi praktis dari penelitian ini mengarah pada pentingnya strategi organisasi dalam membentuk budaya keselamatan yang proaktif, partisipatif, dan berkelanjutan.

Kata Kunci: *Safety Motivation, Social Safety Capital, safety leadership, Safety Citizenship Behavior*

**The Influence of Social Safety Capital and Safety Motivation on Safety
Citizenship Behavior with Safety Leadership as a Moderator among
Operational Employees of PT Kereta Api Indonesia (Persero)**

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ABSTRACT

This study aims to analyze the influence of safety motivation and social safety capital on safety citizenship behavior (SCB) among operational employees of PT Kereta Api Indonesia (Persero), and to explore the moderating role of safety leadership. A quantitative approach with a cross-sectional survey design was employed. Data were collected from 450 respondents, consisting of both operational employees across 9 Operational Areas (Daop) and 4 Regional Divisions (Divre), using proportional and random probability sampling techniques. The research instrument was a structured questionnaire containing 45 statement items. Data analysis was conducted using the Partial Least Squares–Structural Equation Modeling (PLS-SEM) method via the SmartPLS software, which included testing of the measurement model (validity and reliability) and the structural model (R^2 , f^2 , Q^2 , and SRMR).

The results indicate that social safety capital has a positive influence on safety citizenship behavior, whereas safety motivation does not. Consequently, the moderation effect of safety leadership on the relationship between safety motivation and safety citizenship behavior was not further tested. However, the study found that safety leadership has a direct positive effect on safety citizenship behavior.

These findings highlight that strengthening social safety capital and developing safety leadership competencies are critical aspects in fostering safety citizenship behavior within high-risk work environments such as the railway sector. The practical implications of this research emphasize the importance of organizational strategies aimed at building a proactive, participative, and sustainable safety culture.

Keywords: *Safety motivation, social safety capital, safety leadership, safety citizenship behavior*