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Analysis of The Relationship Between The Implementation of The Behavior-Based Safety (BBS) Program and The Level of Employee Compliance With Occupational Safety Principles at PT. Angkasa Pura Logistics

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Abstrack

Based on data from the Ministry of Manpower (MoM) in 2023, the number of workplace accidents in Indonesia was recorded at 370,747 cases. The Behavior-Based Safety (BBS) program is an approach that focuses on human behavior and social relationships in the workplace. Its goal is to reduce the risk of accidents and work-related injuries by increasing awareness, involvement, and responsibility of employees towards their own safety and the safety of their colleagues. The research was conducted using a quantitative cross-sectional research method. Data collected provide an overview of the relationship between variables. A cross-sectional research design was used to collect data on the Behavior-Based Safety (BBS) program, the level of compliance with work safety behaviors, and work safety behaviors at PT. Angkasa Pura Logistics at a specific time. Data were collected using a questionnaire filled out by respondents. The variation in compliance level scores can be explained by 22.5% of the variation in BBS program scores, while the remaining 77.5% is explained by variation in other variables outside the research model. The variation in employee work safety behavior scores can be explained by 66.4% of the variation in BBS program scores and compliance level, while the remaining 33.6% is explained by variation in other variables outside the research model. There is a significant and meaningful relationship between the BBS program and compliance level. There is a significant and meaningful relationship between the BBS program and work safety behavior. There is a significant and meaningful relationship between compliance level and work safety behavior. There is a direct relationship between the BBS program and workplace safety behavior. Therefore, the Compliance Level intervening variable does not mediate the relationship between the BBS Program and Work Safety Behavior.

Keywords: Behavior Based Safety (BBS), Occupational Health and Safety (OHS)

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INTRODUCTION

Work accidents can occur, one of which is in the field of logistics services which is one of the many in the business field that is classified as very vulnerable to accidents or exposure to occupational diseases. Flight safety does not only depend on technical factors, but also related to human factors, both before the flight (preflight) and during the flight (inflight service). Freight forwarding also contributes to mid-air plane crashes. Many cases of accidents occur due to cargo handling that is not in accordance with procedures. Companies take various steps to reduce the impact of work accidents, because this has an impact on company revenue and can even cause accidents when the plane takes off and lands or while in the air (Kania, 2016).

Work accident is an unwanted and unexpected workplace event that can result in physical loss, property and even death. Global data shows annual occupational deaths of >2.78 million people and two-thirds (2/3) occur in Asian countries (Wulandari, 2023). Based on data from the Ministry of Manpower (Kemnaker) in 2023, the number of work accident cases in Indonesia is recorded at 370,747 cases (Kemnaker, 2023). There is an increasing trend in the number of work accidents from year to year. In 2020, there were 221,740 cases of work accidents. In 2021, this figure increased to 234,370 cases, and in 2022, the number of work accidents was recorded at 265,334 cases (Kemnaker, 2023). According to Prasetya (2024), 88% of the causes of work accidents are unsafe behavior, 10% are due to unsafe conditions and 2% have no known cause. Unsafe behavior is negligent behavior by humans that often results in accidents in the workplace.

The Behavior-Based Safety (BBS) program is an approach that focuses on human behavior and social relations in the work environment. The goal is to reduce the risk of workplace accidents and injuries by increasing employee awareness, engagement, and responsibility for their own safety and health as well as that of colleagues. Some of the hallmarks of the BBS approach include: Focusing on Human Behavior, BBS teaches workers to recognize hazards and risks in their work and take responsibility for the safety of themselves and co-workers; The importance of social relationships. BBS emphasizes the importance of social relationships in the work environment; Engaging Employees. Employees are involved in identifying and eliminating risky behavior; Direct observation. BBS leverages direct observation to identify risky behaviors and provide constructive feedback. By implementing BBS, companies can increase awareness of occupational safety and health, prevent workplace accidents, and increase productivity in the workplace (Annamalai, 2022).

PT. Angkasa Pura Logistics is one of the logistics service companies. Companies engaged in this field generally focus on supply chain or supply chain with integrated services in the fields of regulated agents, warehousing and distribution, total baggage solutions, multimodal shipping, cargo terminal operators, cargo aircraft and aircraft cargo expedition. This company has a significant risk related to work accidents, so action is needed to unravel the number of accidents. One of them is the implementation of the Behavior Based Safety (BBS) program. Our analysis focused on the correlation between BBS programs and the level of compliance with employee safety behaviors. In this study, we propose several hypotheses: Direct effect: There is a relationship between BBS Program (X1) and compliance rate (X2); there is a

relationship between BBS programs (X1) and employee safety behaviors (Y); there is a relationship between compliance level (X2) and employee safety behavior (Y). Indirect relationship (inderect effect); there is a relationship between the BBS Program (X1) and employee safety behavior (Y) through compliance level (X2).

METHOD

This research will use quantitative research methods with cross-sectional study types. The data collected will give an idea of the relationship between the variables. The cross-sectional research design was used to collect data on the Behavior Based Safety (BBS) program, the level of compliance with work safety behavior, and employee safety behavior at PT. Angkasa Pura Logistics at one particular point in time. Data is collected through surveys or questionnaires filled out by respondents.

RESULTS AND DISCUSSION

From the questionnaire that has been carried out, 34 respondents were obtained. Respondents were obtained from employees at PT Angkasa Pura Logistik, employees in this company have participated in the Behavious Based Safety (BBS) program so that they can participate in filling out questionnaires. Respondent data is the largest contribution in this research so that it can display the characteristics of respondents and the results of this study. Data were taken from these respondents based on gender, education level, and employee status

Table 1. Respondents by gender

Gender	Sum	%
Legal Law	33	99%
Woman	1	1%
Total	**34**	**100%**

Table 2. Respondents by education

Education	Sum	%
SMA/SMK	28	82%
S1	6	18%
Total	**34**	**100%**

Table 3. Respondents by job title

Position	Sum	%
Staff	24	71%
Non Staff	10	29%
Total	**34**	**100%**

Table 4. Descriptive Variable Analysis X1

NO	Question Item X1	Very Insetu		Disagree		Agree		Totally Agree		Total	Mean
		1		2		3		4			
		f	%	f	%	f	%	f	%		
1.	The company pays attention to ergonomics in workplace design to reduce the risk of injury	0	0%	0	0%	20	59%	14	41%	34	3.41
2.	I know the safety procedures clearly for each work activity	0	0%	0	0%	22	65%	12	35%	34	3.35
3.	Safety procedures for each work activity have The documentation and information are easy to obtain	0	0%	1	3%	21	62%	12	35%	34	3.32
4.	The company encourages employees to use personal protective equipment (PPE) that goes well with the level of occupational risk they are exposed to.	0	0%	0	0%	15	44%	19	56%	34	3.56
5.	The company always ensures that the work equipment is in accordance with safety standards or K3	0	0%	0	0%	19	56%	15	44%	34	3.44
6.	This company routinely conducts safety supervision or inspections	0	0%	0	0%	20	59%	14	41%	34	3.41
7.	This company has provided or provided instructions on the handling / use of equipment that poses a high danger and risk	0	0%	1	3%	18	53%	15	44%	34	3.41

8.	This company ensures that workers have valid certifications/licenses on the jobs that must be have certain skills	0	0%	1	3%	17	50%	16	47%	34	3.44

Table 5. Descriptive Variable Analysis X2

NO	Question Item X2	Very Not Set		Disagree		Agree		Totally Agree		Total	Mean
		1		2		3		4			
		f	%	f	%	f	%	f	%		
1.	You always wear personal protective equipment (PPE) when working	0	0%	0	0%	20	59%	14	41%	34	3.41
2.	Personal protective equipment used often makes you feel uncomfortable	3	9%	24	70%	4	12%	3	9%	34	2.21
3.	You have received training on how to operate machinery and equipment safely or in accordance with K3	0	0%	3	9%	21	62%	10	29%	34	3.21
4.	You know the waste management process has carried out in accordance with established safety procedures	0	0%	4	12%	24	70%	6	17%	34	3.06
5.	You've ever felt the machine/equipment you're Use does not operate as usual	1	3%	9	26%	21	62%	3	9%	34	2.76
6.	You make sure your work area is safe before you start working	0	0%	0	0%	20	59%	14	41%	34	3.41
7.	You ensure that your work area is always organized and free from obstacles that can cause accidents	0	0%	1	3%	20	59%	13	38%	34	3.35
8.	You often interact with colleagues in appealing/reprimanding regarding safety protocols at work	0	0%	2	6%	20	59%	12	35%	34	3.29

9.	You've felt Excessive fatigue and stress at work	1	3%	8	23%	21	62%	4	12%	34	2.82
10.	You will rest at work and report to your boss when you feel symptoms Excessive fatigue and stress at work	1	3%	5	15%	21	62%	7	20%	34	3.00

Tabel 6. Descriptive Variable Analysis Y

NO	Question Item Y	Very Not Set		Disagree		Agree		Totally Agree		Total	Mean
		1		2		3		4			
		f	%	f	%	f	%	f	%		
1.	I always adhere to the Standard Operating Procedures (SOPs) set for my work	0	0%	0	0%	20	59%	14	41%	34	3.41
2.	I wear personal protective equipment (PPE) only when available Supervising supervisors in my work area	4	12%	16	47%	10	30%	4	12%	34	2.41
3.	I always report when there are actions/conditions that have the potential to cause a danger	0	0%	0	0%	23	68%	11	32%	34	3.32
4.	I always participate in safety induction/safety briefing activities that held by the company	0	0%	0	0%	25	74%	926%		34	3.26
5.	I always warn my colleagues about work safety in order to avoid hazards and risk	0	0%	1	3%	20	59%	1338%		34	3.35
6.	I attended training on work safety provided by the company and outside company	0	0%	4	12%	20	56%	1132%		34	3.21
7.	I always pay attention to the work environment to avoid potential dangers or accidentsif they cause Danger and high risk	0	0%	0	0%	20	59%	1441%		34	3.41

Table 7. Reliability Test

variable	Relability Test Cronbach Alpha	ket
X1	89.5%	Reliable
X2	70.1%	Reliable
And	81.4%	Reliable

Ket:
X1 : 0,895
X2 : 0,701
Y : 0,814

The reliability test results of the BBS Program variable (X1) based on Table 7 variable X1 are declared reliable with a Cronbach Alpha coefficient value of 0.895 or 89.5%, variable X2 has a Cronbach's Alpha value of 70.1%, showing sufficient reliability and variable Y has a Cronbach's Alpha value of 81.4%, indicating high reliability. It can be concluded that the statements in the BBS Program variable questionnaire (X1) used by this researcher are credible.

Reliability Test is an index test that shows the extent to which a measuring device is trustworthy or reliable. This indicates the extent to which the measurement results remain consistent when performed twice or more on the same symptoms, using the same measuring instrument. Measuring instruments are said to be reliable if they produce the same results even though measurements are made many times (Amanda et al., 2019).

The reliability test is carried out as a whole on all items or question items contained in the questionnaire to be examined (Al Hakim et al., 2021).

1. The basis used in making decisions on reliability tests is that if the value of Cronbch's Alpha is greater than 0.70, the questionnaire or questionnaire can be called reliable
2. Meanwhile, if the score of Cronbach's Alpha is smaller than 0.70 questionnaires or questionnaires are called unreliable

Table 8. Normality Test

Data Normality Test

		Unstandardized Residual
N		34
Normal Parameters	Mean	.0000000
	Std. Deviation	1.62123645
Most Extreme Differences	Absolute	.097
	Positive	.052
	Negative	-.097
Test Statistic		.097
Asymp. Sig. (2-tailed)		.200

In Table 8 this study used the Kolmogorov-Smirnov Test to test whether the sample came from a particular distribution. This study used this procedure to determine whether the sample was obtained from a normally distributed population. From the results of this test it can be said that the residual data in this analysis do not show any significant deviation from the normal distribution. In other words, residual data is considered to satisfy the assumption of normality.Asymp value. Sig (2-tailed) is 0.200. the provision is that the data is said to be normal if Asymp. Sig (2-tailed)- above 0.05. If the value is Asymp. Sig (2-tailed) below 0.05 means abnormal data. In conclusion, the data is normally distributed so it is suitable for use.

Table 9. Multicholinerity Test

Multicollinearity Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.202	3.139		-.064	.949		
	X1	.612	.105	.690	5.832	.000	.775	1.290
	X2	.191	.105	.216	1.825	.078	.775	1.290

Based on Table 9, a multicollinearity test was carried out which was used to detect a high correlation between independent variables in the regression model and obtained variable X1 and variable X2 each valued at VIF 1,290 or <10. Similarly, the Tolerance value of X1 X2 is 0.775 or above 0.01. hence based on the results of the multicollinearity test, it can be concluded that there is no indication of multicollinearity between the independent variables X1 and X2 in this regression model. High tolerance values and low VIFs indicate that independent variables are not excessively correlated with each other. This ensures that the estimation of the regression coefficient is reliable and the interpretation of regression results is more valid.

The multicollinearity test is very important because it is used to ensure that there is no correlation between one predictor variable and another. In this study, the presence or absence of multicollinearity is seen through the value of VIF (Variance Inflation Factor), where if the value of VIF is smaller than 10, it can be concluded that there are no symptoms of multicollinearity. Based on the results of testing the VIF value in the table above, it can be seen that the variables X1 and X2 give a VIF value smaller than 10.00. This shows that there are no symptoms of multicollinearity in the research data so there is no need for treatment to overcome the symptoms of multicollinearity (Azizah et al., 2021).

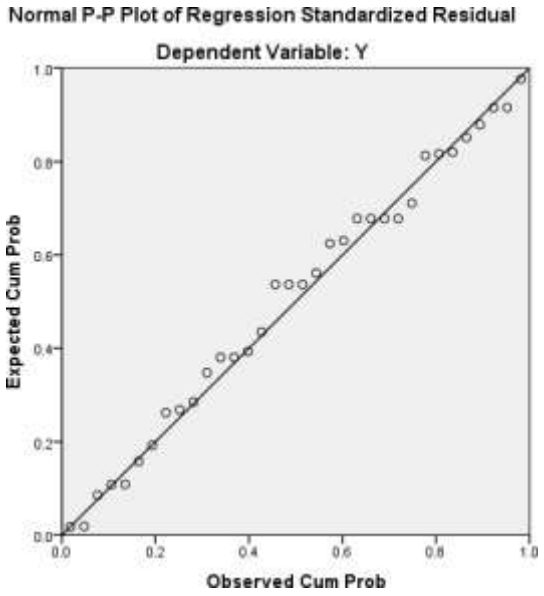

Figure 1. Scatterplot Heteroscedasticity

Based on Figure 1, observations on patterns seen spreading and not the same stated that heteroscedasticity problems do not occur.

Coefficient of Determination (R-Square) Relationship X1 to X2

Table 10. R-Square X1 to X2

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.474	.225	.201	2.817

Based on the test results in table 10 shows a simple regression analysis where X1 is the predictor variable and X2 is the predicted variable. Where the regression model that connects the variables X1 with X2 shows a strong and significant relationship, with an R value of 0.474 and an R Square of 0.225. That is, the variable X1 is able to explain about 22.5% of the variation in the variable X2. An Adjusted R Square of 0.201 supports the strength of this model, although slightly lower than the R Square, but still shows that it is quite good at explaining relationships among variables. With a standard estimation error of 2,817, the model is considered fairly accurate in its predictions, although this value must be viewed in the specific context of the data used. Overall, these results show that the regression model used has good predictive power and is relevant.

Coefficients of Determination (R-Square) X1 and X2 to Y

Table 11. R-Square X1 and X2 to Y

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.815	.664	.642	1.673

Based on Table 11 R-Square, which is 0.664 or 66%, it means that the variables BBS Program (X1) and Compliance Rate (X2) are related as much as 66% to Work Safety Behavior (Y). Variations in employee safety behavior scores can be explained by variations in BBS Program scores and compliance rates of 66%, while the remaining 34% is explained by variations in other variables outside the research model.

Test Hipotesis

Table 12. Direct Hypothesis Test

	Relationship	**P**	**Sig**
Relationship Direct Effect	BBS Program on Compliance	P1=0.474 (Good)	**0.005**
	BBS Program on Employee Behavior	P2=0.792 (Good)	0.000
	Level of compliance with Employee behavior	P3=0.543 (Good)	0.001

Based on table 12, the value of the p1 coefficient of 0.474 shows that the BBS Program has a strong positive influence on the level of compliance. Significance value 0.005 indicates that this effect is statistically significant ($p < 0.05$), which means that the BBS Program significantly increases employee compliance rates and indicates that the implementation of the BBS Program is effective in improving employee compliance with applicable procedures or rules. The value of the p2 coefficient of 0.792 indicates that the level of compliance has a strong enough influence on employee behavior. A significance value of 0.001 indicates that this effect is statistically significant ($p < 0.05$), indicating that the level of compliance significantly influences employee behavior. The level of compliance has a positive and significant influence on employee behavior, with a p3 coefficient of influence of 0.543 and a significance value of 0.001. This shows that the level of employee compliance plays an important role in shaping and influencing employee behavior. Taken together, these results suggest that the BBS Program is a highly effective intervention in improving employee compliance and behavior, and that employee compliance rates also have an important role to play in influencing their behavior. All relationships tested showed significant positive influence, which confirms the importance of the BBS Program in the context of safety management and employee behavior.

With the results of the evaluation of conservation of safety behavior can be reviewed and feedback. In workers who are very concerned about safety behavior, work accidents rarely occur. It can be concluded that safety behavior greatly affects the occurrence of work accidents can be seen in the level of employee compliance with the BBS program of 0.474 which means BBS has a strong enough influence on the level of compliance, this program aims to increase workers' awareness in using PPE. The implemented program is expected to have a deterrent effect on non-compliant workers. The deterrent effect given to workers in the form of Minutes of Violation The violation letter is given to the section head to follow up related to workers who do not comply with company regulations related to the use of PPE and related to safe behavior while working (Siti Aifatus, 2018). Then it can be seen in the value of the BBS program on employee compliance of 0.792 which means that the level of compliance has a strong enough influence on the behavior of employees, Behavior Based Safety is defined as an effort to prevent accidents in the work area proactively by identifying hazards and assessing potential risks that arise until they can be accepted in doing work According to Giovani, Behavior Based Safety focuses on worker behavior that is believed contributes significantly to the occurrence of work accidents (Asvina et al., 2023). And based on the results of data The level of compliance with employee behavior of 0.543 shows that the level of compliance of employees plays an important role in shaping and influencing the behavior of employees. Basically, the good implementation of the behavior-based safety program cannot be separated from the concern of colleagues and also supervisors or supervisors who must be carried out regularly. In this case, the role of management is a supporting factor in the formation of a desired behavior. Management must also play a role in integrating behavior-based safety programs into the occupational health and safety (K3) management system. So that with these improvements, a good occupational safety and health (K3) culture is achieved (Rahman et al., 2023).

Table 13. Indirect Hypothesis Test

	Relationship	P
Relationship Not Langsung (Indirect Effect)	BBS Program on Employee Behavior through Compliance Level	P1*P3 = 0.474*0.543 = 0.257

Based on Table 13, the results presented outline the indirect effect of the BBS Program on Employee Behavior through the Level of Compliance. To calculate the indirect effect, we multiply the direct influence coefficient between the intermediate variable (Compliance Level) with the dependent variable (Employee Behavior) and the direct influence coefficient between the independent variable (BBS Program) and the intermediate variable. Based on the calculation results p1×p3=0.257, the value of the indirect effect coefficient of the BBS Program on Employee Behavior through the Compliance Rate is 0.257. This means that employee safety behavior is direct (not through Compliance Levels). Therefore, the intervening variable X2 (degree of compliance) does not mediate (does not mediate) the relationship of X1 to Y.

Thus, the Relationship of X1 to Y through X2 The results of the analysis of this study state that the direct influence (BBS Program on Work Safety Behavior is higher than the indirect influence (BBS Program on Work Safety Behavior through Compliance Level). This shows that the effect of the BBS Program on employee safety behavior is a direct influence (not through the Compliance Level). Therefore, the intervening variable (level of compliance) does not mediate (does not mediate) the effect of the BBS Program on employee Safety Behavior. These results are in accordance with literature from (Nunu, Kativhu, &; Moyo, 2018), namely the implementation of the BBS Program significantly increases employee safety awareness and behavior in the company. Employees also consider that this program helps improve communication and cooperation between employees in improving a safer work environment. Behavior is whatever a person does or says, behavior is the action or reaction of a person or thing in response to an external or internal stimulus (Choudhry, 2014).

CONCLUSION

Based on research that has been conducted on the relationship between the implementation of the Behavior-Based Safety Program (BBS), the level of compliance and employee behavior towards occupational safety principles at PT. Angkasa Pura Logistics, several conclusions can be drawn as follows: Direct Relationship The results showed that there was a positive and significant relationship between the BBS Program and the Compliance Level. This shows that the higher or increasing this BBS Program, the Compliance Rate will increase. The results showed that there was a positive and significant relationship between the BBS Program and employee behavior. This shows that the higher or increasing this BBS Program, the Employee Safety Behavior will increase. The results showed that there was a positive and significant relationship between the Level of Compliance with Employee Behavior. This indicates that the higher or increasing the Compliance Rate, the more employees will increase. Indirect Relationship The findings show that the BBS program has an indirect

impact on employee safety behavior (not on compliance levels). Therefore, the level of compliance does not mediate (indirectly influence) the impact of the BBS program on employee safety behavior.

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