

ABSTRACT

PT XYZ is a company that runs a midstream, downstream, and other natural gas supporting businesses. PT XYZ is committed to implementing its operational activities by upholding the principles of Occupational Health & Safety (OHS). Based on personal incident data that occurred in the 2022-2024 period, there was an increase in Unsafe Conditions, namely dangerous conditions that have the potential to cause quite high accidents. This affects the assessment of Safety performance, which is an important indicator for measuring targets in company safety management, in order to ensure a safe and healthy work environment for all workers.

This study aims to investigate the extent to which safety culture and psychosocial hazards factors affect the level of company safety performance. The research is modified, referring to existing research but including new dimensions, namely safety compliance and safety participation in the safety performance variable. Safety compliance refers to worker compliance with safety rules to maintain their personal safety, while safety participation refers to the active participation of workers to create and improve the safety of the work environment.

The stratified random sampling technique was used from a sample of 210 respondents consisting of organic, non-organic and contractor employees. The questionnaire used a survey method with 5 Likert scales. Data analysis was carried out using the Structural Equation Modeling-Partial Least Square (SEM-PLS) method using the Smart PLS tool.

From the results of the study, it was found that all hypotheses related to the relationship between variables were accepted. The Safety Culture variable has a positive and significant effect on Psychosocial Hazard, then the Psychosocial Hazard variable has a positive and significant effect on Safety Performance. Furthermore, the Safety Culture variable has a positive and significant effect on Safety Performance. The Psychosocial Hazard variable mediates Safety Culture towards Safety Performance and all of its dimensions have a positive and significant effect.

PT XYZ is expected to continue to improve the company's safety performance through the development of the company's safety culture, especially through increasing corrective actions, clear safety procedures, and decision making by considering employee opinions. The leadership must also ensure an even distribution of workload, so that the effectiveness and efficiency of each individual's tasks are maintained..

Keywords: *safety culture, psychosocial hazards, safety performance*