

Influence Psychological Empowerment and Personality of Employees Against Work Safety Behavior in Mediation by Management Commitment to Work Safety at Bangkinang Hospital, Riau Province

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ABSTRACT

This research aims to analyze the effect of psychological empowerment and employee personality on work safety behavior by using the mediating variable of management commitment to work safety at Bangkinang Hospital, Riau Province. This study focuses on nurses at Bangkinang Hospital, Riau Province. This type of research is causative with a sampling technique that is purposive sampling method. The sample in this study amounted to 179 nurses at Bangkinang Hospital. Data analysis was performed using SmartPLS 3.0. The results showed that Psychological Empowerment had a positive effect on the safety behavior of nurses at Bangkinang Hospital. Personality has a positive effect on the work safety behavior of nurses at Bangkinang Hospital. Psychological Empowerment has a positive effect on management's commitment to the safety of nurses at Bangkinang Hospital. Personality has a positive effect on management commitment to safety, nurses at Bangkinang Hospital. Management's commitment to work safety does not have a positive effect on the work safety behavior of nurses at Bangkinang Hospital. Psychological empowerment does not have a positive effect on work safety behavior through management's commitment to safety. Employee personality does not have a positive effect on work safety behavior through management's commitment to safety.

Keywords: *Occupational Safety Behavior, Psychological Empowerment, Employee Personality, Management Commitment towards safety.*

1. INTRODUCTION

The hospital is one of the health care facilities that aims to restore and maintain better health, based on data from the National Security Council report showing that the occurrence of accidents in hospitals is 41% greater than workers in other industries. Cases that often occur include sprained needle sticks, back pain, scratches / cuts, burns, infectious diseases and others.

The factor that causes high work accidents is human error, employee behavior is the main cause of accidents in the workplace. Unsafe behavior such as not wearing PPE, not following work procedures, not following work safety regulations and not working carefully. So based on this it can be said that human behavior is an element that plays an important role that results in a work accident and an effective way to

prevent work accidents is by avoiding the occurrence of unsafe behavior.

Work safety behavior is individual behavior that supports work activities to get a safe and secure situation at work. Safety behavior is also an action or activity related to work safety factors. Safety behavior in the workplace consists of safety compliance and safety participation. It is expected that employees will behave to avoid accidents because accidents are detrimental events, can make a person experience obstacles, incapacity and even death, besides that it also requires a large enough cost therefore no worker wants to have an accident while working. Everyone certainly expects prosperity in their personal and work lives.

The Bangkinang General Hospital Hospital is a regional general hospital that has a vision of realizing

awareness about occupational health and safety at Bangkinang Hospital and achieving zero accidents but this has not been realized because based on the phenomenon that employees at Bangkinang Hospital have employee safety behavior, this is not so good. seen from employees who rarely pay attention to their own safety and only use safety equipment because they are afraid of their superiors and there are still work accidents that occur.

Based on the results of observations and interviews with K3 parties there are still work accidents this is caused by the behavior of the employees themselves who feel psychologically not empowered and this also comes from the personality of the employees themselves such as not being obedient and participating in safety and the lack of management commitment to safety. employees.

The K3RS Bangkinang has established work safety procedures such as providing PPE in accordance with the existing zones, always conducting socialization, conducting inspections every day and conducting supervision but basically changing employee behavior is not easy and this is also due to a lack of supervision from the management and lack of supervision. awareness of the employees themselves about the importance of maintaining work safety in order to avoid work accidents.

Of the several components of health services at Bangkinang Hospital, nurses are one of the health care workers who interact with patients with the highest intensity compared to other components. Nurses as a core member of the health workforce are the largest in Bangkinang Hospital by 40-60% and where the nursing services provided provide a key role in realizing work safety in hospitals.

Every day nurses are never far away and always interact with patients, this makes nurses always face to face with dangers and can threaten the safety of the nurses themselves and those around them. It is important for nurses to carry out safety compliance and participation in carrying out their work. Safety compliance involves adherence to safety procedures and carrying out work in a safe manner, while safety behavior participation voluntarily helps co-workers, promotes workplace safety programs, shows initiative and seeks to improve workplace safety.

[1]Christian, the antecedent related to people produces a greater relationship with safety behavior than situational factors. such as psychological empowerment of employee personality and commitment.

Some of the factors that can affect work safety behavior, one of which is psychological empowerment which is an increase in individual intrinsic motivation towards their duties or work. Psychological empowerment shows employee responses to structural empowerment. For example, if employees have appropriate access to hospital resources, information, and support in the work environment, then they are expected to feel psychologically empowered. Faulkner and Laschinger [2]

Most studies of psychological empowerment are not related to safety, therefore the researcher wants to explore the empirical relationship with work safety behavior whose dimensions consist of safety compliance and safety participation.

Employee personality is a characteristic that determines the general nature and differences in a person's behavior in the workplace. Human behavior is motivated by the personality of the employee (five personality models, which have a positive influence on safety participation can predict worker compliance with standard operating procedures (SOP) safety work.

Prabarini and Suhariadi [3] showed the results that the big five personality model had a positive effect on safety measures, work safety behavior, and characteristics. The model of the top five nurses' personalities also contributes to explaining how nurses behave and act towards safety in their work environment.

Management's commitment to work safety is important in safety which will affect employee behavior in carrying out their duties while doing work. Management has a responsibility to ensure safety in the work environment by implementing appropriate systems and carrying out appropriate activities to reduce work accidents.

Strong management commitment is one of the most important factors for the success of a safety program. Management commitment to work safety as a mediating variable between psychological empowerment, personality and work safety behavior (safety compliance and safety participation). Vinodkumar and Bhasi [4] found that management's commitment to safety affects work safety behavior, especially with safety compliance. Zin and Ismail [5] explain that management's commitment to work safety can contribute to achieving a high level of compliance.

A high accident incidence indicates the absence of work safety and conversely a low accident incidence indicates a work safety but broadly the lack of accidents

does not mean work safety because safety-related behavior precedes the occurrence of accidents (Christian [1]).

2. THEORETICAL BASIS

2.1. Occupational Safety Behavior

According to Zin [5] work safety behavior is behavior that supports safety practices and activities at work, to avoid accidents at work.

Occupational safety behavior is an act or behavior shown by individuals in almost all jobs to promote the health and safety of workers, clients, the public, and the environment". This conceptualization includes four factors: using personal protective equipment, engaging in work practices to reduce risk, communicating hazards and accidents, and exercising the rights and responsibilities of employees Burke [6]

Hinze[7] Safety behavior in work is closely related to the presence or absence of accidents, a higher accident incidence indicates the absence of work safety and a lower accident incidence indicates a safety Work safety behavior reflects on safety compliance, the type of task behavior associated with safe work practices, such as complying with safety rules and regulations, and safety participation, the kind of contextual and voluntary behavior that supports the entire organization.

2.2. Psychological Empowerment

Indradevi Psychological Empowerment is a concept that creates a feeling of personal control, a sense of competence, and an understanding of the workplace environment. Indradevi [8]

Viyanita [9] argues that psychological empowerment is a psychological perception or attitude of officers about tasks or work and how they complete work in the workplace.organization

Spreitzer [10] psychological empowerment is defined as a condition that gives power and control to employees, so that a feeling of being able to do work.

Psychological empowerment is important for employees because employees who have access to empowerment structures tend to be more motivated and more committed to the organization and work. Empowered officers are expected to be able to complete their duties more efficiently than non-empowered officers. Based on the literature it was found that there is a relationship between psychological empowerment and the two components of work safety behavior, namely safety compliance and safety participation.

2.3. Employee Personality

Robbins [11] states the way individuals react and interact with others

Colquitt[12] suggests personality refers to the structures and tendencies within people that explain patterns characteristics, ways of thinking, emotions, and their behavior and personality i.e., the continuous and consistent patterns of behavior that characterize individuals.

2.4. Management's Commitment to Work Safety

Cooper [13] Management's commitment to safety shows the extent to which top management shows a positive and supportive level of safety attitude.

Luthans [14], high occupational safety behavior is supported by a perception of management commitment which will ultimately play a relevant and specific role in safety compliance, safety participation and willingness to engage in voluntary safety promotion actions in general, a strong perception of management commitment to the organization. proven to improve work safety behavior. Luthans,

2.5. Conceptual Framework

The research framework shows the effect of the independent variable on the dependent variable through the intervening variable. The dependent variable in this study is work safety behavior. The independent variables include Psychological Empowerment and Employee Personality. The mediating variable in the study of Management Commitment to safety.

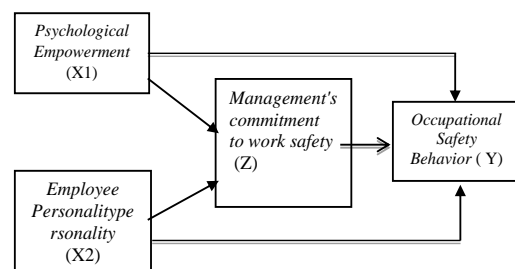


Figure 1. Conceptual Framework

2.6. Hypothesis

Based on the background, theory and conceptual framework that has been described previously, the hypothesis used is:

- H1: Psychological Empowerment Positive influence on Occupational Safety Behavior at Bangkinang Hospital
- H2: Employee personality has a positive effect on Work Safety Behavior at Bangkinang Hospital
- H3: Psychological Empowerment has a positive effect on management commitment to work safety at Bangkinang Hospital
- H4 : Employee personality has a positive effect on management commitment to work safety at Bangkinang Hospital
- H5: Management's commitment to work safety has a positive effect on work safety behavior at Bangkinang Hospital
- H6: Management's commitment to work safety mediates the influence of psychological empowerment on work safety behavior at Bangkinang Hospital
- H7: Management's commitment to work safety mediates the influence of personality on safety behavior work at Bangkinang Hospital

3. RESEARCH METHODS

[15] Stating that population refers to all groups of people, events, or interesting things that a researcher wants.

The type of research used is causative which is research that aims to determine the causal relationship of a phenomenon or problem solving under study to see how far the influence of exogenous variables on variables *endogenous*. Then distributed questionnaires to 196 nurses at Bangkinang Hospital and analyzed with Partial Least Square

Software. The sampling technique that will be used is the *purposive sampling method*, which is included in the method *non-probability sampling* because it has special criteria. These certain criteria, for example, based on the results of interviews with nurses, are those who have the most potential to experience work accidents, due to the COVID-pandemic, the hospital may only examine one section and from many sections there are the most nurses. From the data collected, then analyzed using *Partial Least Software*.

4. RESULTS AND DISCUSSION

This study uses the SEM approach. The analytical tool used in analyzing SEM modeling and hypothesis testing using PLS with SmartPLS version 3.

Table 1. Characteristics of Respondents

Respondents	Total	Percent
Sex		
Male	57	32%
Female	122	68 %
Age		
< 25 years	25	14%
25 - 35 years	52	29%
35- 45 years	69	38 %
45 - 55 years	33	19%
Education		
D3 Nursing	85	47.5%
D4 Nursing	1	0.5%
S1+ Nurse	93	52.%
CivilStatus		
Servant	97	54%
PPNPN	43	24%
BLUD	19	10%
THL	20	12%
Working Period		
1-5 years	66	49.2%
5 -10 years	55	21.1%
10-15 years	24	18.8%

Based on the above data, the sexes are mostly female 122 people (68%), the age of nurses at Bangkinang Hospital is mostly between 35- 45 years, which is 69 (38%), the most education of nurses is S1+ Nurses as much as 93 (52.%), the status of employees is the most civil servants as much as 97 (54%), the most working period of 1-5 years is 66 (49.2%).

4.1. Outer Model

Convergent validity testing is done by looking at the loading factor value or the outervalue loading > 0.5. Furthermore, to find out whether the discriminant validity variable is adequate, it can be seen from the cross loading value by comparing the correlation indicator of a variable with other variables.

Based on the table 2, it can be concluded that Cronbach's alpha, composite reliability and AVE meet the criteria, meaning that all statement items are valid and reliable. The rule of thumb used in this study is a hypothesis that has a positive beta coefficient with a significance level of 0.05(5%).

Table 2. Results of Validity and The reliability

	Cronbach Alpha	RhoA	Composite Reliability	AVE
Behavior Workplace safety	0.930	0.931	0.945	0.471
Empowerment Psychological	0.888	0.889	0.923	0.749
Personality of Employees	0.931	0.932	0.942	0.645
Commitment Management to Safety	0, 872	0.875	0.901	0.566

Source: Sports Data Primer, 2021

4.2. Hypothesis Testing Results Hypothesis

Testing is carried out to see and determine the direct effect, indirect effect and total effect between variables. This test is carried out by operating bootstrap on the SmartPls 3.0 program so that the relationship between exogenous variables and endogenous variables is obtained. and the total effect between variables. This test is done by operating bootstrap on the SmartPls 3.0 program so that the relationship between exogenous variables and endogenous variables is obtained.

Testing the direct influence hypothesis was carried out by looking at the t-statistic > 1.96 generated by the Inner model and the P-Values <0.05, i.e. 0.010. Following are the results of direct hypothesis testing.

Table 3. Direct Effect Hypothesis Test

	The original samples (O)	Sampel average (M)	Standard Deviation (STDEV)	T Statistics (O/ STDEV)	Value P
Empowerment Psychological -> Behavior Safety	0.497	0.496	0.076	6.528	0.000
Personality Employees -> Behavior Safety	0.363	0.360	0.093	3.892	0.000
Empowermentpsychologically> commitment to Safety Management	0.367	0.362	0.071	5.145	0.000
Employee Personality -> commitment to Safety Management	0.571	0.575	0.073	7.788	0.000
Management commitment to Safety -> Work Safety Behavior	0.066	0.068	0.084	0.780	0.436

Table 4: Test the hypothesis indirectly

	original sample (O)	The sample mean (M)	Standard Deviation (STDEV)	T Statistics (O / STDEV)	Value P
Empowerment Psychological -> Management commitment to Safety -> Behavior Safety	0.024	0.025	0.031	0.777	0.437
Personality Employees -> commitment management of the Safety -> Work Safety Behavior	0.037	0.040	0.050	0.751	0.453

Hypothesis 1: Psychological Empowerment positive effect on the work safety behavior of nurses at Bangkinang Hospital, based on the results, the t-statistical value was 6.528. This value is greater than the value of t table (1.96).

Hypothesis 2: Personality has a positive effect on the safety behavior of nurses at Bangkinang Hospital, based on the results showing the t statistic value of 3.892. This value is greater than t table (1.96).

Hypothesis 3: Psychological Empowerment has a positive effect on management commitment to work safety, nurses at Bangkinang Hospital, based on the results showing the t-statistical value of 5.145 This value is greater than the t-table value (1.96).

Hypothesis 4: Personality has a positive effect on management commitment to work safety, nurses at Bangkinang Hospital, based on the results, the t-statistic value of 7.788 is greater than the t-table value (1.96).

Hypothesis 5: Management commitment to work safety does not have a positive effect on the work safety behavior of nurses at Bangkinang Hospital, based on the results, the t statistic 0.780. This value is smaller than t table (1.96).

Hypothesis 6: According to the table above indirect variable coefficient t-statistic values indirect influence of psychological empowerment on safety behavior through management commitment to safety at 0.777 < 1.96, with 0,024 original sample can be concluded that no positive effect of psychological empowerment on work safety behavior through management commitment.

Hypothesis 7: Based on the table above, the coefficient value of the indirect variable t-statistic value of the indirect influence of Personality on work safety behavior through management commitment is 0.751 < 1.96, with the original sample of 0.037 it can be concluded that employee personality has no positive effect on work safety behavior through commitment management.

4.3. Discussion

Variable Psychological Empowerment has a positive effect on the work safety behavior of nurses at Bangkinang Hospital. This finding is also reinforced by research conducted by Ford and Tertrick [9] finding a positive relationship between employee psychological empowerment and participation behavior in United States hospitals.

Personality variable has a positive effect on the safety behavior of nurses at Bangkinang Hospital, this is supported by the results of Prabarini and Suhariadi (2018) research showing the results that the big five personality has a positive effect on safety measures, work safety behavior, and employee personality characteristics contribute to explaining how workers behave and act towards safety in their work environment.

Psychological Empowerment variable has a positive effect on management commitment to work safety, nurses at Bangkinang Hospital. This finding is supported by research conducted by Howard and Foster which shows that there is a positive relationship between between psychological empowerment and management commitment.

Personality variable has a positive effect on management commitment to work safety, nurses at Bangkinang Hospital.

The variable of Management Commitment to work safety does not have a positive effect on the safety behavior of nurses at Bangkinang Hospital, but this is different from the research conducted by Vinodkumar and Bhasi [10] which found that management commitment has a positive effect on work safety behavior, especially with safety compliance.

The variable of Management Commitment to work safety does not have a positive effect on the safety behavior of nurses at Bangkinang Hospital, but this is different from the research conducted by Vinodkumar and Bhasi [10] which found that management commitment has a positive effect on work safety behavior, especially with safety compliance.

The psychological empowerment variable does not have a positive effect on work safety behavior through management commitment to safety, this is different from the research conducted by al-Bsheshish [11] who found that the mediation of management commitment helps explain the relationship between psychological empowerment with safety compliance and safety participation. because psychologically empowered nurses have higher safety compliance and participation through management commitment.

Employee personality variables do not have a positive effect on work safety behavior through management's commitment to work safety.

5. CONCLUSIONS AND SUGGESTIONS

5.1. Conclusion

Based on the hypothesis testing that has been done, it can be concluded as follows:

1. Psychological Empowerment has a positive effect on management commitment to the safety of nurses in Bangkinang Hospital. That is, the more nurses feel psychologically empowered, the stronger the management's commitment to work safety.
2. Personality has a positive effect on management's commitment to safety, because when employees have a good personality, the management will be more committed to work safety.
3. Management commitment does not have a positive effect on the work safety behavior of nurses at Bangkinang Hospital.
4. Psychological empowerment does not have a positive effect on work safety behavior through management commitment. to work safety.
5. Employee personality does not have a positive effect on work safety behavior through management's commitment to work safety.
6. Psychological empowerment does not have a positive effect on work safety behavior through management's commitment to work safety.
7. Employee personality does not have a positive effect on work safety behavior through management's commitment to work safety

5.2. Suggestions

Based on the conclusions of the study obtained suggestions that can be used as references for related parties. Suggestions for this research are:

1. Furthermore, it is necessary to explore the discussion about management's commitment to work safety whether it can affect work safety behavior. It is necessary to find suitable variables that mediate which affect work safety behavior.
2. The scope of the research needs to be expanded because researchers only take part in nurses

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