ABSTRACT

THE RELATIONSHIP BETWEEN SAFETY CLIMATE AND COMPLIANCE WITH OCCUPATIONAL ACCIDENT REPORTING AMONG EMPLOYEES OF UNIVERSITAS MUHAMMADIYAH MALANG GENERAL HOSPITAL

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Occupational accident reporting is an essential component of the implementation of the Hospital Occupational Safety and Health Management System (K3RS). However, indications of under-reporting remain, potentially hindering efforts to prevent workplace accidents. One of the factors presumed to influence reporting compliance is safety climate, which refers to employees' shared perceptions of their organization's commitment to workplace safety. This study aimed to analyze the relationship between safety climate and compliance with occupational accident reporting among employees of Universitas Muhammadiyah Malang General Hospital. This study employed a quantitative analytic design using a cross-sectional approach. The study population consisted of 538 hospital employees, with a sample of 85 respondents selected through cluster random sampling. Data were collected using the Nordic Occupational Safety Climate Questionnaire (NOSACQ-50) to assess safety climate and a validated and reliable occupational accident reporting compliance questionnaire. Data were analyzed using univariate and bivariate analyses, with Fisher's Exact Test used to determine the relationship between variables. The findings showed that most respondents perceived the hospital's safety climate as fairly good (65%), while 87% of respondents were classified as compliant with occupational accident reporting. Bivariate analysis revealed a statistically significant relationship between safety climate and compliance with occupational accident reporting ($p = 0.013$). A more positive safety climate is associated with higher compliance in reporting occupational accidents among hospital employees. Strengthening management commitment, improving safety communication, and implementing a non-punitive reporting system are recommended to enhance the reporting culture within the hospital.

Keywords: Safety Climate, Compliance, Occupational Accident Reporting, Hospital Occupational Safety And Health (K3RS), Hospital.