THE RELATIONSHIP BETWEEN JOB DEMAND AND JOB RESOURCE WITH SAFETY BEHAVIOUR

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ABSTRACT

This study aims to find the correlation between job demand and job resource with the safety behavior in industrial company context. Survey was used as the method of this study by spreading questionnaire which contained three different scales namely the job demand, the job resource and safety behavior. The job demand scale was modified from Nahrgang, Morgeson and Hoffman (2010), the job resource scale was modified from Demerouti and Schaufeli (2007) and the safety behavior scale was modified from Neal, Griffin and Hart (2010). This research involved 72 subjects of employees, Male and Female, ages range from 24 to 57 years old. Using the multiple linear regression, this study found positive correlation between job demands and safety behavior (0.440 p< 0.01) and positive correlation between job resource and safety behavior (0.260 p< 0.01).

Key words: job demand, job resource, safety behavior, employee, industry company