

DAFTAR PUSTAKA

- Abdullahi, M., Raman, K., & Solarin, S. (2021). Effect of Organizational Culture on Employee Performance: A Mediating Role of Employee Engagement in Malaysia Educational Sector. *International Journal of Supply and Operations Management*, 8(3). <https://doi.org/10.22034/IJSOM.2021.3.1>
- Abeje, M., & Luo, F. (2023). The Influence of Safety Culture and Climate on Safety Performance: Mediating Role of Employee Engagement in Manufacturing Enterprises in Ethiopia. *Sustainability*, 15(14), 11274. <https://doi.org/10.3390/su151411274>
- Al-Mekhlafi, A.-B. A., Isha, A. S. N., Chileshe, N., Abdulrab, M., Kineber, A. F., & Ajmal, M. (2021). Impact of Safety Culture Implementation on Driving Performance among Oil and Gas Tanker Drivers: A Partial Least Squares Structural Equation Modelling (PLS-SEM) Approach. *Sustainability*, 13(16), 8886. <https://doi.org/10.3390/su13168886>
- Alsakarneh, A., Shatnawi, H. A., Alhyasat, W. B. A. K., Zowid, F., Alrababah, R. A. M., & Eneizan, B. (2024). The effectiveness of human resource management practices on increasing organizational performance and the mediating effect of employee engagement. *Uncertain Supply Chain Management*, 12(2), 1141–1154. <https://doi.org/10.5267/j.uscm.2023.11.019>
- Azmie, D. N., & Anggraita, V. (2025). An Evaluation of Risk Culture at a Regional Owned Enterprise in South Kalimantan: A Case Study of PT. Air Minum ABC. *Greenation International Journal of Economics and Accounting*, 3(1), 161–174. <https://doi.org/10.38035/gijea.v3i1.374>
- Bakker, A. B., & Demerouti, E. (2007). The Job Demands-Resources model: State of

- the art. *Journal of Managerial Psychology*, 22(3), 309–328.
<https://doi.org/10.1108/02683940710733115>
- Bakker, A. B., Demerouti, E., & Verbeke, W. (2004). Using the job demands-resources model to predict burnout and performance. *Human Resource Management*, 43(1), 83–104. <https://doi.org/10.1002/hrm.20004>
- Bianchi, N., Carretta, A., Farina, V., & Fiordelisi, F. (2021). Does espoused risk culture pay? Evidence from European banks. *Journal of Banking & Finance*, 122, 105767. <https://doi.org/10.1016/j.jbankfin.2020.105767>
- Bockius, H., & Gatzert, N. (2024). Organizational risk culture: A literature review on dimensions, assessment, value relevance, and improvement levers. *European Management Journal*, 42(4), 539–564.
<https://doi.org/10.1016/j.emj.2023.02.002>
- Buniya, M. K., Othman, I., Sunindijo, R. Y., Kineber, A. F., Mussi, E., & Ahmad, H. (2021). Barriers to safety program implementation in the construction industry. *Ain Shams Engineering Journal*, 12(1), 65–72.
<https://doi.org/10.1016/j.asej.2020.08.002>
- Christian, M. S., Garza, A. S., & Slaughter, J. E. (2011). WORK ENGAGEMENT: A QUANTITATIVE REVIEW AND TEST OF ITS RELATIONS WITH TASK AND CONTEXTUAL PERFORMANCE. *Personnel Psychology*, 64(1), 89–136. <https://doi.org/10.1111/j.1744-6570.2010.01203.x>
- Conway, J. M., & Lance, C. E. (2010). What Reviewers Should Expect from Authors Regarding Common Method Bias in Organizational Research. *Journal of Business and Psychology*, 25(3), 325–334. <https://doi.org/10.1007/s10869-010-9181-6>

- Cooper, D. R., & Schindler, P. S. (2014). *Business research methods* (12. edition). Irwin/McGraw-Hill.
- Creswell, J. W. (2014). *Research design: Qualitative, quantitative, and mixed methods approaches* (3. ed.). SAGE Publ.
- Dekker, S. (2019). *Foundations of Safety Science: A Century of Understanding Accidents and Disasters* (1st ed.). Routledge.
<https://doi.org/10.4324/9781351059794>
- Dorta-Afonso, D., Romero-Domínguez, L., & Benítez-Núñez, C. (2023). It's worth it! High performance work systems for employee job satisfaction: The mediational role of burnout. *International Journal of Hospitality Management*, 108, 103364. <https://doi.org/10.1016/j.ijhm.2022.103364>
- Douglas, M., & Wildavsky, A. B. (1983). *Risk and culture: An essay on the selection of technical and environmental dangers*. University of California press.
- Fornell, C., & Larcker, D. F. (1981). Structural Equation Models with Unobservable Variables and Measurement Error: Algebra and Statistics. *Journal of Marketing Research*, 18(3), 382. <https://doi.org/10.2307/3150980>
- Gage, C. B., Logan, L., Kamholz, J. C., Powell, J. R., Van Den Bergh, S. L., Kenah, E., & Panchal, A. R. (2025). The Spector Job Satisfaction Survey: Associations of Satisfaction with Leaving EMS. *Prehospital Emergency Care*, 1–8.
<https://doi.org/10.1080/10903127.2025.2482100>
- Grote, G. (2012). Safety management in different high-risk domains – All the same? *Safety Science*, 50(10), 1983–1992. <https://doi.org/10.1016/j.ssci.2011.07.017>
- Guzman, J., Recoco, G. A., Pandi, A. W., Padrones, J. M., & Ignacio, J. J. (2022). Evaluating workplace safety in the oil and gas industry during the COVID-19

- pandemic using occupational health and safety Vulnerability Measure and partial least square Structural Equation Modelling. *Cleaner Engineering and Technology*, 6, 100378. <https://doi.org/10.1016/j.clet.2021.100378>
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). *A primer on partial least squares structural equation modeling (PLS-SEM)* (Third edition). SAGE Publications, Incorporated.
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2011). PLS-SEM: Indeed a Silver Bullet. *Journal of Marketing Theory and Practice*, 19(2), 139–152. <https://doi.org/10.2753/MTP1069-6679190202>
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hansez, I., & Chmiel, N. (2010). Safety behavior: Job demands, job resources, and perceived management commitment to safety. *Journal of Occupational Health Psychology*, 15(3), 267–278. <https://doi.org/10.1037/a0019528>
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Houle, S. A., Rich, B. L., Comeau, C. A., Blais, A.-R., & Morin, A. J. (2022). The Job engagement scale: Development and validation of a short form in English and French. *Journal of Business and Psychology*, 37(5), 877–896.
- Huang, Y.-H., Ho, M., Smith, G. S., & Chen, P. Y. (2006). Safety climate and self-reported injury: Assessing the mediating role of employee safety control.

- Accident Analysis & Prevention*, 38(3), 425–433.
<https://doi.org/10.1016/j.aap.2005.07.002>
- Inuwa, M. (2016). Job Satisfaction and Employee Performance: An Empirical Approach. *The Millennium University Journal*, 1(1), 90–103.
<https://doi.org/10.58908/tmuj.v1i1.10>
- IRM. (2012). *Risk Culture: Resources for Practitioners* [Guide].
https://www.theirm.org/media/4703/risk_culture_a5_web15_oct_2012.pdf
- Jiang, L., & Probst, T. M. (2016). A multilevel examination of affective job insecurity climate on safety outcomes. *Journal of Occupational Health Psychology*, 21(3), 366–377. <https://doi.org/10.1037/ocp0000014>
- Johanson, G. A., & Brooks, G. P. (2010). Initial Scale Development: Sample Size for Pilot Studies. *Educational and Psychological Measurement*, 70(3), 394–400.
<https://doi.org/10.1177/00131644093555692>
- Kahn, W. A. (1990). PSYCHOLOGICAL CONDITIONS OF PERSONAL ENGAGEMENT AND DISENGAGEMENT AT WORK. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.2307/256287>
- Karaferis, D., Aletras, V., & Niakas, D. (2022). Determining dimensions of job satisfaction in healthcare using factor analysis. *BMC Psychology*, 10(1), 240.
<https://doi.org/10.1186/s40359-022-00941-2>
- Kementerian Ketenagakerjaan RI. (2024). *Program Keselamatan dan Kesehatan Kerja Nasional Indonesia 2024-2029*. Direktorat Jenderal Pembinaan Pengawasan Ketenagakerjaan dan Keselamatan dan Kesehatan Kerja.
- Kock, N. (2011). Using WarpPLS in e-Collaboration Studies: Mediating Effects, Control and Second Order Variables, and Algorithm Choices. *International*

Journal of e-Collaboration, 7(3), 1–13.
<https://doi.org/10.4018/jec.2011070101>

Kock, N. (2017). *WarpPLS User Manual: Version 6.0*.

Kock, N. (2019). Factor-based structural equation modeling with WarpPLS. *Australasian Marketing Journal*, 27(1), 57–63.

Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., Lerner, D., de Vet, H. C., & van der Beek, A. J. (2016). Cross-cultural adaptation of the individual work performance questionnaire. *Work*, 53(3), 609–619.

Kräfte, C. (2021). It's a Man's World? Gender Spillover Effects on Performance in a Male-Dominated Industry. *Frontiers in Sociology*, 6, 677078.
<https://doi.org/10.3389/fsoc.2021.677078>

Nahrgang, J. D., Morgeson, F. P., & Hofmann, D. A. (2011). Safety at work: A meta-analytic investigation of the link between job demands, job resources, burnout, engagement, and safety outcomes. *Journal of Applied Psychology*, 96(1), 71–94. <https://doi.org/10.1037/a0021484>

Nitzl, C., Roldan, J. L., & Cepeda, G. (2016). Mediation analysis in partial least squares path modeling: Helping researchers discuss more sophisticated models. *Industrial Management & Data Systems*, 116(9), 1849–1864.
<https://doi.org/10.1108/IMDS-07-2015-0302>

Podsakoff, P. M., MacKenzie, S. B., Lee, J.-Y., & Podsakoff, N. P. (2003). Common method biases in behavioral research: A critical review of the literature and recommended remedies. *Journal of Applied Psychology*, 88(5), 879–903.
<https://doi.org/10.1037/0021-9010.88.5.879>

Priono, J. (2025). *Data Kecelakaan Kerja di Indonesia Tahun 2016-2024*. HSEpedia.

<https://hsepedia.com/kecelakaan-kerja-di-indonesia-th-2016-2024/>

PAKKI. (2024). *Dampak Ekonomi dari Kecelakaan Kerja*. Perhimpunan Ahli Kesehatan dan Keselamatan Kerja Indonesia.

https://pakki.org/berita_detail/dampak-ekonomi-dari-kecelakaan-kerja

Rahim, A., Rosid, M. H. O., & Hasan, N. (2024). Risk culture and employee performance for optimal organizational success: The mediating role of employee satisfaction and employee engagement. *Management Research Review*, 47(11), 1722–1749.

Reason, J. (2016). *Managing the Risks of Organizational Accidents* (1st ed.). Routledge. <https://doi.org/10.4324/9781315543543>

Rich, B. L., Lepine, J. A., & Crawford, E. R. (2010). Job Engagement: Antecedents and Effects on Job Performance. *Academy of Management Journal*, 53(3), 617–635. <https://doi.org/10.5465/amj.2010.51468988>

Salanova, M., Agut, S., & Peiró, J. M. (2005). Linking Organizational Resources and Work Engagement to Employee Performance and Customer Loyalty: The Mediation of Service Climate. *Journal of Applied Psychology*, 90(6), 1217–1227. <https://doi.org/10.1037/0021-9010.90.6.1217>

Saleem, M. S., Isha, A. S. N., Yusop, Y. M., Awan, M. I., & Naji, G. M. A. (2022). The Role of Psychological Capital and Work Engagement in Enhancing Construction Workers' Safety Behavior. *Frontiers in Public Health*, 10, 810145. <https://doi.org/10.3389/fpubh.2022.810145>

Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill-building approach* (Seventh edition). John Wiley & Sons.

Sheedy, E., & Griffin, B. (2018). Risk governance, structures, culture, and behavior:

- A view from the inside. *Corporate Governance: An International Review*, 26(1), 4–22. <https://doi.org/10.1111/corg.12200>
- Sheedy, E., Zhang, L., & Tam, K. C. H. (2019). Incentives and culture in risk compliance. *Journal of Banking & Finance*, 107, 105611. <https://doi.org/10.1016/j.jbankfin.2019.105611>
- Sinha, V. K., & Arena, M. (2020). Manifold Conceptions of the Internal Auditing of Risk Culture in the Financial Sector. *Journal of Business Ethics*, 162(1), 81–102. <https://doi.org/10.1007/s10551-018-3969-0>
- Spector, P. E. (1985). Measurement of human service staff satisfaction: Development of the Job Satisfaction Survey. *American Journal of Community Psychology*, 13(6), 693.
- Stulz, R. M. (2016). Risk management, governance, culture, and risk taking in banks. *Economic Policy Review, Issue Aug*, 43–60.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Syafii, L. I., Thoyib, A., Nimran, U., & Djumahir. (2015). The Role of Corporate Culture and Employee Motivation as a Mediating Variable of Leadership Style Related with the Employee Performance (Studies in Perum Perhutani). *Procedia - Social and Behavioral Sciences*, 211, 1142–1147. <https://doi.org/10.1016/j.sbspro.2015.11.152>
- Tenenhaus, M., Vinzi, V. E., Chatelin, Y.-M., & Lauro, C. (2005). PLS path modeling. *Computational Statistics & Data Analysis*, 48(1), 159–205. <https://doi.org/10.1016/j.csda.2004.03.005>
- Wood, A., & Lewis, A. (2018). Risk culture development and its impact: The case of the Caribbean Development Bank. *International Journal of Business and*

Economic Development, 06(01). <https://doi.org/10.24052/IJBED/V06IS01/C-02>

Zhao, X., Lynch, J. G., & Chen, Q. (2010). Reconsidering Baron and Kenny: Myths and Truths about Mediation Analysis. *Journal of Consumer Research*, 37(2), 197–206. <https://doi.org/10.1086/651257>

Zohar, D. (2010). Thirty years of safety climate research: Reflections and future directions. *Accident Analysis & Prevention*, 42(5), 1517–1522. <https://doi.org/10.1016/j.aap.2009.12.019>

