

## **BAB V**

### **KESIMPULAN DAN SARAN**

#### **5.1 Kesimpulan**

Berdasarkan hasil penelitian yang telah diuraikan sebelumnya, maka dapat dikemukakan beberapa kesimpulan terhadap iklim dan perilaku keselamatan di PT. Sapta Jaya Abadi Nagari Lubuk Pinang Kabupaten Mukomuko sebagai berikut:

1. kepemimpinan transaksional berpengaruh positif terhadap iklim keselamatan pada PT. Sapta Jaya Abadi Nagari Lubuk Pinang Kabupaten Mukomuko.
2. Kepemimpinan transaksional berpengaruh positif terhadap perilaku keselamatan pada PT. Sapta Jaya Abadi Nagari Lubuk Pinang Kabupaten Mukomuko.
3. Praktek komunikasi tidak berpengaruh terhadap iklim keselamatan pada PT. Sapta Jaya Abadi Nagari Lubuk Pinang Kabupaten Mukomuko.
4. Praktek komunikasi berpengaruh positif terhadap perilaku keselamatan pada PT. Sapta Jaya Abadi Nagari Lubuk Pinang Kabupaten Mukomuko.

#### **5.2 Implikasi Penelitian**

1. implikasi secara praktis bagi pihak perusahaan yaitu berdasarkan penelitian yang berpengaruh terhadap iklim keselamatan adalah kepemimpinan transaksional, ini bisa menjadi acuan bagi perusahaan agar pemimpin selalu memberi arahan kepada karyawan dan selalu memberi

imbangan terhadap apa yang dilakukan karyawan untuk meningkatkan keselamatan kerja karyawan di perusahaan tersebut.

2. Implikasi secara praktis bagi perusahaan hasil penelitian ini yang berpengaruh terhadap perilaku keselamatan adalah kepemimpinan transaksional ini bisa menjadi pedoman bagi perusahaan untuk meningkatkan perilaku keselamatan di perusahaan dapat dilakukan melalui meningkatkan imbalan yang diberikan kepada karyawan saat karyawan berhasil melaksanakan pekerjaan yang baik dan memberikan arahan dan sanksi saat karyawan lalai dalam bekerja, serta perilaku keselamatan dapat lebih ditingkatkan dengan menjalin sikap keselamatan dan komunikasi yang baik antar sesama karyawan maupun dengan pemimpin perusahaan.
3. Implikasi secara praktis bagi perusahaan hasil penelitian yang berpengaruh terhadap perilaku keselamatan adalah pratek komunikasi. Bagi perusahaan untuk meningkatkan perilaku keselamatan kerja di perusahaan dapat dilakukan dengan pratek komunikasi. Dimana perusahaan bisa memberikan informasi atau mengkomunikasikan kepada karyawan bahwa kesadaran perilaku keselamatan kerja itu sangat penting dilaksanakan baik secara kesadaran individu maupun kesadaran dari pihak perusahaan sehingga dapat menghindari kecelakaan kerja.

### **5.3 Keterbatasan Dan Saran Penelitian**

Sebagaimana pada penelitian sebelumnya, penelitian ini memiliki keterbatasan-keterbatasan diantaranya:

1. Objek dalam penelitian ini hanya meneliti pada perusahaan cabang bukan perusahaan pusat, untuk penelitian selanjutnya disarankan untuk melakukan penelitian di perusahaan pusat atau perusahaan yang lebih besar dari penelitian ini.
2. Responden dalam penelitian ini masih tergolong sedikit, disarankan pada penelitian selanjutnya untuk menggunakan jumlah responden yang lebih banyak agar mendapatkan hasil yang lebih akurat.
3. Dalam penelitian ini hanya menggunakan variabel kepemimpinan transaksional dan praktek komunikasi sebagai variabel yang mempengaruhi iklim dan perilaku keselamatan, untuk disarankan pada penelitian selanjutnya untuk menggunakan variabel lain karena masih banyak variabel lain yang mempengaruhi iklim dan perilaku keselamatan, contohnya variabel kepemimpinan transformasional dan lingkungan kerja.

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