

Undergraduate Thesis
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***EFFECT OF SAFETY CLIMATE ON EMPLOYEE ENGAGEMENT
AND EMPLOYEE TURNOVER WITH JOB
SATISFACTION AS MEDIATION***

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Abstract

Business competition that is getting stronger nowadays to compete with the others indirectly force every company always develop their company. The main key to develop a company is lies on the company assets which is the employees. Those employees play an important role in the process of running a company so the relationship of the company to employees must be maintained properly. This can be started by always making sure that those employees work in a comfortable environment, always giving on effort to maintain a job satisfaction for the employees in hope that the positive energy can be distributed by employees to the company on their daily work.

This research is expected to be able to find out the influence of Safety Climate on Employee Engagement and Employee Turnover with Job Satisfaction as mediation from using employees from several shipyard companies in Batam city as research samples. This research was conducted by distributing questionnaires to 352 respondents and the research were processed by using the SPSS version 22.0 program and also the Smart PLS version 3.2.7.

This study shows that safety climate has a negative significant to job satisfaction. Whereas for the other variables such as safety climate to engagement and turnover variable do not have a significant to each others, and job satisfaction that been used for a mediation between two variables also have no significant in this research.

Keywords: *Safety Climate, Job Satisfaction, Engagement, Turnover*