

ABSTRACT

This study aims to analyze the influence of safety climate and safety awareness on employee safety behavior at PT. Coates Hire Indonesia, a heavy equipment rental company operating in a high-risk work environment. The core issue addressed in this research is the high frequency of near-miss incidents and the persistence of unsafe behaviors in the field, despite the company's routine safety training programs. A quantitative approach was employed, using a survey method with questionnaires distributed to 80 employees. The data were then analyzed using multiple linear regression analysis. The results indicate that, partially, safety climate has a significant effect on safety behavior, with a significance value of 0.051, which is less than 0.05. Similarly, safety awareness also significantly affects safety behavior, with a significance value of $<0,001$. Simultaneously, both independent variables significantly influence safety behavior, as indicated by an F-value of significance level of <0.001 . Based on these findings, it can be concluded that improving employees' perception of the safety climate and enhancing their safety awareness can lead to better safety behavior in the workplace. Therefore, the researchers recommend that the company strengthen its safety culture through consistent leadership, more practical and applicable training programs, and active employee involvement in safety-related decision-making processes.

Keywords: *Occupational Health and Safety (OHS), Safety climate, Safety awareness, Safety Behavior.*