International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

Understanding the Impact of Safety Climate on Behaviour in High-Risk Work Environments: The Mediating Role of Motivation and Knowledge

Endah Dwi Kurniasih[1], Fatmah Bagis[2], Akhmad Darmawan[3], Maulida Nurul Innayah[4]

[1,2,3,4]University Muhammadiyah Purwokerto, Program Management - Faculty of Economics and Business, Muhammadiyah University Purwokerto, Indonesia.

Corresponding author : fatmahbagis2014@gmail.com

Abstract

This study aims to analyze the influence of safety climate on safety behavior by considering the role of safety motivation and safety knowledge as mediating variables. Three private hospitals in Purwokerto were selected as research locations due to differences in the implementation of occupational safety policies, risk management systems, and occupational safety training programs. This is expected to provide a broader and more in-depth picture of safety culture in the hospital environment. The study used a quantitative approach with the Structural Equation Modeling-Partial Least Squares (SEM-PLS) method and involved 203 nurses as respondents. The results showed that safety climate had a positive and significant effect on safety behavior, motivation, and knowledge. Motivation mediated the relationship between climate and safety behavior, while knowledge was not significant and did not mediate. These findings support the Theory of Planned Behavior.

Keywords: Safety behavior, Safety Climate, safety motivation, safety knowledge.

INTRODUCTION

Hospitals are a work environment with great potential hazards because they involve the use of flammable materials, medical gases, hazardous chemicals, and radiation exposure. Therefore, the safety of patients, medical personnel, and the

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surrounding community is an aspect that must receive serious attention (Reader, 2022). In addition to being a health service provider, hospitals also play a role as educational institutions and research centers that encourage the development of science, the improvement of the competence of health workers, and medical innovation (Almeida et al., 2024). The positive impact of hospitals on the community includes increasing access to health services and contributing to social development. However, hospital operations can also have negative impacts, such as medical waste and high energy consumption (Mills et al., 2024). Therefore, hospital management must consider safety as a whole in order to improve service quality, operational efficiency, and the welfare of all stakeholders (Yulianti & Bagis, 2023).

Strengthening Indonesia's health system is an urgent need that requires policy reform, technological innovation, community engagement, and hospital capacity building (Sulistiadi, 2023). Hospitals have a great responsibility in ensuring the safety of patients and workers, given the high potential for hazards such as infections, chemicals, and the use of medical devices (Albaalharith & A'Aqoulah, 2023). Although safety procedures have been implemented, incidents of work accidents still occur, reflecting the weak safety culture in the hospital's work environment (Tetzlaff et al., 2021). A weak safety culture can hinder efforts to protect medical personnel and reduce the quality of service. Therefore, a systematic intervention is needed that includes ongoing training, regular monitoring, and the application of a risk-oriented workplace safety management system to reinforce the safety culture. (Dyreborg et al., 2022). Through this approach, it seeks to create a work environment that is conducive to safety, encourage improvement in the welfare of health workers, and strengthen the effectiveness of hospital services as a whole (Brubakk et al., 2021).

Occupational safety is a crucial aspect in the healthcare sector, especially in hospitals, where medical personnel, patients, and visitors are exposed to a variety of potential hazards every day. Therefore, safety should be a top priority (Odonkor & Sallar, 2024). One of the key factors supporting these efforts is the organizational safety climate, which refers to a collective understanding regarding an organization's attitude and dedication to maintaining safety (Vallières et al., 2021). A positive safety climate effectively encourages compliance with applicable procedures and increases transparency in incident reporting, thus contributing to the formation of safer and more professional work behaviors among staff (Ricci et al., 2022).

The health service sector places the implementation of safety behaviors as a crucial aspect in maintaining the safety of patients and medical personnel. Nurses, as the

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front line of service, have a central role in ensuring that safety principles are consistently implemented (Bagis et al., 2024). In Purwokerto, several hospitals have shown a commitment to a safety culture. Ananda Purwokerto Hospital, for example, collaborates in training *Early Warning System* and *High Quality CPR* to improve the ability to detect early detection and handle emergency conditions (Nugrahaningsih et al., 2023). Meanwhile, Wijayakusuma Hospital implements risk management based on ISO 31000:2018 and links the implementation *Patient Safety* with patient satisfaction (Feliska et al., 2022). Although these efforts show positive developments, until now there is not enough data on the consistency of implementation *Safety Behavior* as well as work accidents at several other hospitals, such as RSIA Jatiwinangun Purwokerto (Faradico, 2024) . This shows the need for further study to explore the extent to which *Safety Behavior* has been effectively implemented as part of the hospital's occupational safety and service system.

Safety behaviors reflect an individual's adherence to procedures, attitudes toward occupational risks, and awareness of creating a safe and comfortable environment ((Septian & Haryanto, 2023). Understanding the risks of work and the implementation of appropriate preventive measures can reduce potential hazards in the workplace ((Trigono & Windiyaningsih, 2022). Thus, every health worker needs to have a good understanding and application of safety principles in order to form a positive work culture ((Alabdullah, 2024). In addition, the active involvement of management in supporting safety initiatives will strengthen the commitment of the entire team (Azyabi et al., 2021). Thus, strong safety behaviors will not only improve the quality of healthcare services, but also provide a sense of security for all individuals inside healthcare facilities (Yulianti & Bagis, 2023).

The safety climate refers to the collective perception among employees regarding safety policies, protocols, and practices implemented in an organization (Khan & Abedin, 2022). A positive climate will increase compliance and incident reporting without fear of consequences, In addition, motivation and safety knowledge also help determine the safe behavior of the workforce (Hanif, 2025). Research conducted (Kumala & Ramdhan, 2021), (Pane & Dharmastiti, 2019) that the safety atmosphere in the workplace positively influences safety-focused work behavior, while findings (Darius Tandiabang, Syamsiar S. Russeng, Lalu Muhammad Saleh, 2023), (Putra et al., 2022) which states that there is no direct relationship connecting the workplace safety climate with workers' safe behavior.

Safety motivation reflects workers' awareness and commitment to comply with occupational safety procedures and regulations and contributes to creating a safe work environment. This motivation not only improves job safety, but also patient satisfaction

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(Liu et al., 2023). Several studies by Ansori et al., (2021); Septian & Haryanto, (2023) and Maulidy & Ratnawati, (2023) stated that the work safety atmosphere has a positive effect on safety motivation, but other findings by Widyanty & Wibowo, (2021), Narendra & Dudija, (2025) show that this influence is not significant on safety behavior. While the findings (Heryati et al., 2019; Listyaningsih et al., 2021) Stating that motivation can mediate the relationship linking safety climate with safety behaviors.

Safety knowledge includes an in-depth understanding of various aspects related to potential hazards in the workplace, including risk identification, standard safety procedures, and mastery of effective accident prevention strategies (Kusumastuti et al., 2024). This knowledge also includes an understanding of the use of personal protective equipment (PPE), emergency response measures, and the importance of compliance with applicable occupational safety regulations(Andini et al., 2024). Nurses who have a high level of safety understanding are generally able to recognize potential risks early, take appropriate precautions, and actively contribute to creating a safe work environment (Eiter & Bellanca, 2020). Research conducted by (Stuart & Scott, 2021; Hakim & Maulidia, 2024) states that knowledge can mediate between the safety climate and safety behavior, whereas contrary to research (Bunner et al., 2018) states that safety knowledge does not mediate between the safety climate and safety knowledge.

Based on the research background and existing gaps, this study intends to review the research that has been conducted by (Septian & Haryanto, 2023) with the title "The Effect of Safety Climate on Safety Behaviour: the Mediating Role of Safety Motivation and Safety Knowledge". The thing that distinguishes previous research lies in its object, where previous research was carried out on transportation companies such as PT. Kereta Api Indonesia (Persero), while this study was conducted on nurses at a private hospital in Purwokerto.

LITERATURE REVIEW

Theory of Planned Behavior (TPB)

The Theory of Planned Behavior (TPB), originating from the Theory of Reasoned Action proposed by Icek Ajzen in 1985, states that individual actions are shaped by attitudes toward the behavior, perceived social norms, and perceived behavioral control. Attitudes reflect evaluations of behavior, subjective norms relate to social expectations, and behavioral control refers to a person’s confidence in their capabilities (Zanetti et al., 2020). The TPB also emphasizes that individuals can develop their potential. In the context of hospitals, TPB is relevant to explain the associations among the workplace

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safety climate, safety-related knowledge, motivation, and safe behaviors (Tumarta Arif & Listyorini, 2020). A positive safety climate forms supportive attitudes towards safety, knowledge increases understanding of safe practices, and motivation encourages safety behavior both internally and externally (Sari & Bambang, 2023).

The Influence of Safety Climate on Safety Behavior

The safety climate is a shared perception of an organization's commitment to safety through managerial policies and practices. A work environment that consistently emphasizes safety can form a positive attitude and motivate workers to behave according to safety standards (Mudi et al., 2023). A positive safety climate encourages adherence to safe work procedures, participation in accident prevention, and concern for the safety of self and colleagues. In line with *Theory of Planned Behavior* (SDGs), the safety climate influences safety behavior by shaping attitudes, subjective norms, and control perceptions that support safety intentions and actions. Several studies (Iqbal et al., 2024; Liu et al., 2023; Pradeti et al., 2022) support that the safety climate has a positive effect on safety behavior.

H1: Safety Climate has a Positive Effect on Safety Behavior

The Effect of Safety Motivation on Safety Behavior

Safety motivation is an individual's motivation to act to maintain safety in the workplace. A high level of motivation has an effect on the way a person makes decisions and acts in avoiding risks, motivated employees are usually consistent in adhering to procedures, following rules, and engaging in accident prevention (Peker et al., 2022). Thus, motivation plays a direct role in shaping safety behavior through attitudes and intentions to act safely. In line with *Theory of Planned Behavior* (TPB), safety motivation can strengthen positive attitudes towards safe behaviors, increase intentions, and encourage a person to act in accordance with the norms and perceptions of behavior control that he or she has (Furnham, 2022). Previous research (Filatrovi, 2019; Basahel, 2021) also proves the positive influence of motivation on safety behavior.

H2: Safety Motivation has a Positive Effect on Safety Behavior

The Influence of Safety Knowledge on Safety Behavior

Knowledge about safety is an individual's understanding of principles, procedures, and practices related to maintaining safety in the work environment (Suartana et al., 2021). This knowledge is an important basis in shaping employee attitudes and actions

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towards safety aspects. When a worker has adequate knowledge about safety, this will increase their awareness and ability to identify potential hazards and implement appropriate preventive measures (Riswadi, Aritonang, 2019). Thus, safety knowledge is believed to have a crucial role in encouraging positive safety behaviors, which are behaviors that minimize the risk of accidents and improve overall work safety. In line with *Theory of Planned Behavior* (SDGs), safety knowledge can strengthen attitudes towards safe behavior, increase the perception of control, and form a strong intention to act according to safety standards. Research conducted by Astri & Ratnawili, (2021); Taufik Ramdan & Hamdan, (2024); Rizky et al., (2025) states that safety knowledge has a positive impact on safety behavior.

H3: Safety Knowledge Has a Positive Effect on Safety Behavior

The Influence of Safety Climate on Safety Motivation

The safety climate represents employees' perception regarding an organization's commitment to safety, expressed through management policies as well as attitudes. A work environment that consistently prioritizes safety can foster a sense of security and appreciation for employees, thereby encouraging internal and external motivation to behave safely (Khairaningsih & Sobirin, 2022). When the safety climate is perceived to be positive, employees are more motivated to keep themselves and others safe, increasing safety motivation (Draghici et al., 2022). Within the framework of *the Theory of Planned Behavior* (TPB), the safety climate plays a role as an environmental factor that strengthens the intention to behave safely through its influence on normative beliefs and social perceptions in the workplace. This is reinforced by the findings of Putra et al. (2022) and Ansori et al. (2021) which show a positive relationship between safety climate and safety motivation.

H4: Safety Climate has a positive effect on Safety Motivation

The Influence of the Security Climate on Security Knowledge

The safety climate reflects employees' collective perception of the extent to which the organization values and manages safety through consistent management and policy commitments (Platania et al., 2022). A positive climate encourages compliance with procedures and increases awareness of potential hazards (Saragih et al., 2023). Safety knowledge, such as an understanding of risks and preventive measures, is important to support safe behaviors (Rahmadhan et al., 2021). In line with *Theory of Planned Behavior* (TPB), a supportive climate can strengthen employees' knowledge and perception of

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control in acting safely. These findings are in line with research (Abdullah & Aziz, 2020) which shows the positive influence of the safety climate on safety knowledge.

H5: The Safety Climate has a Positive Effect on Safety Knowledge

The Role of Safety Motivation Mediation between Safety Climate Relationships and Safety Behavior

The security climate reflects an organization's attention to safety through management's policies, actions, and commitments. A work environment that emphasizes safety can shape positive perceptions and encourage internal motivation to act safely (Desmantoh & Djunaidi, 2022). In this case, safety motivation serves as a link between perceived safety climate and safe work behaviors. When employees feel safety is valued, they are more motivated to comply with procedures and engage in safety initiatives (Agustiya et al., 2020). Aligned with the *Theory of Planned Behavior* (TPB), motivation reflects the intention developed from favorable attitudes and perceptions of safe behavior, thereby reinforcing the link between workplace safety climate and safe conduct. As supported by research Wibawanti et al., 2025 and Seo & Lee, 2022, it is stated that safety motivation can mediate the effect of the safety climate on safety behavior.

H6: Safety Motivation Mediates the Influence of Safety Climate on Safety Behavior

The Role of Safety Knowledge Mediation between Safety Climate Relationships and Safety Behavior

Workplace safety climate reflects workers' views of the organization's dedication to ensuring workplace protection, which indirectly influences safe behavior through increased knowledge (Palendeng & Bernarto, 2022). Safety behaviors are reflected in the application of an understanding of risks and safe work procedures, such as the use of PPE and hazard reporting (Lating et al., 2024). Adequate knowledge is the basis for making decisions and acting according to safety principles. In this context, safety knowledge functions as an intermediary that strengthens the effect of the workplace safety climate on safe behavior by helping to form the underlying beliefs and awareness of the intention to act consistent with the *Theory of Planned Behavior* framework. This is reinforced by the findings Nosary & Adiati, 2021 and Hakim & Maulidia, 2024 which shows that safety knowledge mediates the influence of climate on safe work behavior.

H7: Safety Knowledge Mediates the Influence of Safety Climate on Safety Behavior

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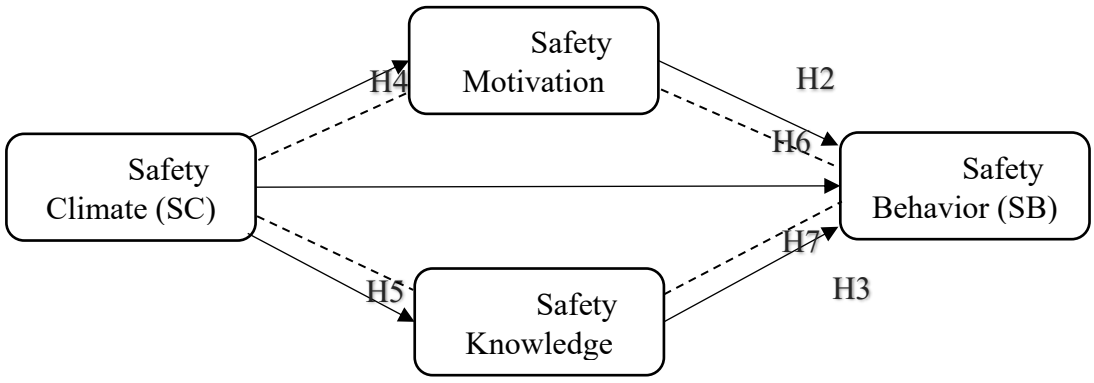


Figure 1. Conceptual Framework

METHODS

This study uses a quantitative approach to analyze the relationships between workplace safety climate, safety-related knowledge, safety motivation, and safety behavior, including the mediating role played by knowledge and motivation in influencing safety behavior. There are seven hypotheses analyzed. The research population is nurses, both permanent and honorary, in several private hospitals in Banyumas, with accidental sampling techniques. Data was collected through a five-point Likert scale questionnaire that assessed respondents' level of approval of various statements.

Variable measurements are carried out based on references from various sources: safety climate (Gehring et al., 2015) with 19 indicators, safety behavior (Subramaniam et al., 2023) with 7 indicators, safety motivation (Ansori et al., 2021) with 5 indicators, and safety knowledge (Zulkifly et al., 2021) with 5 indicators. Data analysis was conducted utilizing the SEM-PLS approach through the SmartPLS application with two primary phases: assessment of measurement models for assessing validity and reliability as well as examination of the structural model to evaluate the associations among variables and their statistical significance. If there are mediation variables, an indirect influence test is also carried out (J. F. Hair et al., 2019).

RESEARCH RESULTS

Based on the information collected through a questionnaire distributed to the respondents, this study uses PLS (Partial Least Squares) analysis to test the proposed hypothesis, which is a predictive method. PLS serves to investigate the relationship between variables by reducing the complexity of data dimensions (J. F. Hair et al., 2019).

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All the questionnaire data has been collected and prepared for analysis, here is table 1. Demographics of respondents :

Table 1. Respondent Demographics

Identity	Information	Frequency	Percentage (%)
Hospital Origin	RSK Jatiwinangun Surgery	30	14,8 %
	Wijayakusuma Hospital	80	39,4 %
	Ananda Hospital	93	45,8 %
Gender	Man	68	33,5 %
	Woman	135	66,5 %
Age	<20	5	2,5 %
	20-25	45	22,2 %
	25-30	59	29,1 %
	>30	94	46,3 %
Marital Status	Unmarried	60	29,56 %
	Marry	143	70,44 %
Long Time Working	<1 year	30	14,8 %
	1-5 years	63	31,4 %
	6-10 years	72	35,6 %
	11-15 years	38	18,7 %
Final education	Bachelor (S1)	86	42,4 %
	Diploma	111	54,7 %
	High School	2	1 %
	Profession	3	1,5 %
	Master (S2)	1	0,5 %

Table 1. Respondent demographics show the score obtained at the hospital dominated by Ananda Hospital as many as 93 respondents (45.8%). The value on gender showed that respondents were dominated by women as many as 135 respondents (66.5%), as well as 68 respondents (33.5) Male respondents. Most of the respondents were nurses over 30 years old as many as 94 respondents (46.3%). From this study, women have the highest number compared to men because social and cultural norms consider care as a more appropriate role for women. Women tend to have greater

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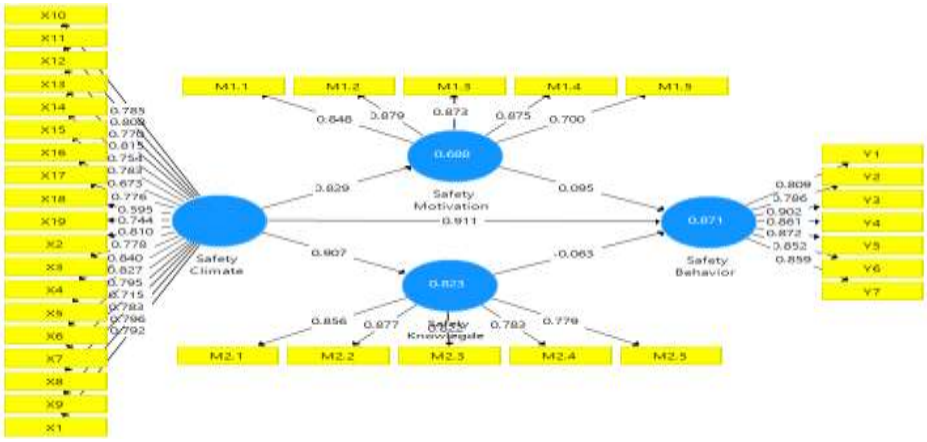
interests and skills in social interaction and caregiving, and enjoy work flexibility that allows them to balance family responsibilities (Martyastuti et al., 2021).

RESULTS OF THE SEM-PLS MODEL ANALYSIS

The outer loading test of this data analysis was carried out through three rounds to improve the validity of the model, where in each round, the SC16 and SC18 indicators on the safety climate variable were identified and eliminated because both showed scores below 0.7, which is considered insufficient to represent the intended construct. By eliminating these indicators, it is hoped that the resulting model will be more accurate and offer a clearer illustration regarding the influence of the current variables.

After completing the initial stage of analysis, all variables showed loading factor values that exceeded the threshold of 0.7, indicating a strong degree of interconnectedness. However, there are a number of indicators that have values below 0.7, which can indicate a lack of contribution to the constructed being measured, including the SM1.5 indicator. The remaining outer loading values, all of which are above 0.7, indicate that the indicators strongly present their respective constructs, so that the validity of the indicators is met (J. F. Hair et al., 2020). The results of the SEM-PLS model assessment are as follows:

Figure 1. Outer Loading



Outer Loading

The following are the results of outer loading for each variable studied. This data analysis process was carried out in three rounds by eliminating the SC16, SC1.18, and SM1.5 indicators because they had values below 0.7. Nevertheless, the study still

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considers that an external load value greater than 0.7 is still acceptable and relevant for further analysis (J. Hair & Alamer, 2022).

Table 2. Outer Loading

	Statement items	Outer loading
SC_1	The culture of this clinical area makes it easy to learn from the mistakes of others.	0.794
SC_2	Medical errors are appropriately handled in this clinical area.	0.811
SC_3	The senior leaders at my hospital listened to me and cared about my concerns.	0.780
SC_4	The leaders, doctors and nurses in my area listened to me and cared about my concerns.	0.841
SC_5	Leadership drives us to be a safety-centric institution.	0.828
SC_6	My advice on safety will be followed up if I convey it to management.	0.797
SC_7	Management/leadership does not intentionally sacrifice safety issues for the sake of productivity.	0.716
SC_8	I am encouraged by my colleagues to report any safety issues I may have.	0.784
SC_9	I know the right channel to ask questions about patient safety.	0.797
SC_10	I received appropriate feedback on my performance.	0.786
SC_11	I would feel safe being treated here as a patient.	0.809
SC_12	Briefing personnel prior to the start of a shift (e.g. to plan for possible contingencies) is an important part of patient safety.	0.771
SC_13	Briefing is a common thing here.	0.812
SC_14	I am satisfied with the availability of clinical leaders.	0.754
SC_15	This institution is now doing more for patient safety than it did 1 year ago.	0.779
SC_16	I believe that most bad events occur as a result of the failure of several systems and are not caused by the sanction of one individual.	0.673
SC_17	Personnel in this clinical area are responsible for patient safety.	0.771

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SC_18	Personnel often ignore the regulations or guidelines set for these clinical areas	0.598
SC_19	Patient safety continues to be strengthened as a priority in this clinical area.	0.741
SB_1	I carry out the work in a safe way.	0.813
SB_2	I use all the necessary safety equipment to do my job.	0.793
SB_3	I use proper safety procedures to carry out my work.	0.899
SB_4	I ensure the highest level of safety when I carry out my work.	0.859
SB_5	I work hard to improve safety in my workplace.	0.871
SB_6	I help my colleagues when they work in risky or dangerous conditions.	0.852
SB_7	I am overall carrying out tasks or activities that help improve safety in the workplace.	0.854
SM1_1	I enjoy work when working safely at work	0.847
SM1_2	I feel uncomfortable when I don't work safely	0.879
SM1_3	I feel guilty when I don't work safely	0.873
SM1_4	I feel the need to make efforts to reduce accidents and incidents in the workplace	0.875
SM1_5	I find it useful when taking care of or improving my safety	0.698
SK2_1	I know how to do my job safely.	0.856
SK2_2	I know how to use safety equipment.	0.878
SK2_3	I know how to improve safety conditions in the workplace.	0.823
SK2_4	I know how to reduce the risk of accidents and incidents at work.	0.782
SK2_5	I was able to identify hazards associated with my work.	0.779

Contruct Reliability and validity

Table 3. Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Safety Behavior	0,935	0,936	0,948	0,722
Safety Climate	0,962	0,963	0,966	0,624

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Safety Knowledge	0,881	0,883	0,914	0,679
Safety Motivation	0,909	0,909	0,936	0,785

The reliability test is said to be construct if the values of Cronbach's Alpha and composite reliability reach 0.70 (Haryono, 2016). Referring to Table 3, it is observable that all constructs examined in this research have met the specified criteria. This is evidenced by the values of Cronbach's Alpha and Composite Reliability, both of which exceed 0.70, indicating a good level of internal consistency in the measuring instrument used. In addition, an AVE (Average Variance Extracted) score greater than 0.50 indicates that every construct is able to adequately explain the variance of the observed item, thus supporting the validity of the convergence. Thus, this research instrument is considered reliable and suitable for further analysis.

R Square Test

Table 4. R Square Value

	R Square	R Square Adjusted
Safety Behavior	0,856	0,853
Safety Knowledge	0,801	0,800
Safety Motivation	0,614	0,612

Based on Table 4, the R Square value indicates that the safety climate and safety motivation factors are able to explain safety behavior by 85.6%, with an Adjusted R Square value of 85.3%. This indicates that the relationship between these variables is very strong. In addition, the Adjusted R Square value for safety knowledge of 80.0% indicates that safety climate, safety motivation, and safety behavior have a significant contribution in explaining these variables, so they can be classified as strong. Meanwhile, the Adjusted R Square value on safety motivation of 61.2% shows a strong relationship, if safety conditions and actions related to safety contribute to increased motivation to maintain safety from work accidents.

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Table 5. Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values	Result
H1: Safety Climate -> Safety Behavior	0.791	0.802	0.081	9.750	0.000	Accepted
H2: Safety Motivation-> Safety Behavior	0.098	0.099	0.050	1.958	0.025	Accepted
H3: Safety Knowledg-> Safety Behavior	0.061	0.049	0.088	0.698	0.243	Rejected
H4: Safety Climate -> Safety Motivation	0.784	0.785	0.028	28.481	0.000	Accepted
H5: Safety Climate -> Safety Knowledge	0.895	0.896	0.021	43.220	0.000	Accepted
H6: Safety Climate -> Safety Motivation -> Safety Behavior	0.077	0.078	0.040	1.935	0.027	Accepted
H7: Safety Climate -> Safety Knowledge -> Safety Behavior	0.055	0.043	0.078	0.702	0.242	Rejected

Table 5 presents the results of testing the relationship between variables with three main indicators, namely Original Sample (O), T Statistic, and P Value, which are used to see the direction, intensity, and significance level of the relationship between variables. The Original Sample indicates the magnitude and direction of the relationship, the T Statistic reflects the strength of the significance, and the P Value determines whether the influence is statistically significant (significant if < 0.05). Based on the results, the H1, H2, H4, H5, and H6 hypotheses were declared significant because they had a positive Original Sample value, a high T Statistic, and a P Value < 0.05, which demonstrates that the workplace safety climate influences actions, motivation, and occupational safety knowledge, and motivation plays a significant mediator. In contrast, H3 and H7 were rejected because the p-value exceeded 0.05, signifying that knowledge has no direct effect or role as a mediator on safety behavior.

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DISCUSSION

The influence of safety climate on safety behavior

According to the findings of the study, it is demonstrated that the safety climate significantly impacts safety behavior. The study's findings indicate that the safety climate influences the creation of safety-focused working conditions. This happens because leaders in hospitals encourage the creation of a culture of safety as the core of services (Carvalho et al., 2023). Leaders and nurses show concern by listening to our input and needs, so as to create a work environment that supports mutual safety (Novera et al., 2022).

Through *Theory of Planned Behavior* (Ajzen, 1991) which states that a person's behavior is influenced by his attitude towards an action, the influence of those around him, and how much he feels capable of doing so. So, when the work environment is supportive, nurses tend to have a positive attitude and a strong intention to behave safely, which is ultimately reflected in their daily actions. These findings are consistent with the findings (Pradeti et al., 2022; Liu et al., 2023; Iqbal et al., 2024) which emphasizes that a strong safety climate significantly improves safety behavior in the work environment.

The Effect of Safety Motivation on Safety Behavior

Based on research findings, there is a strong and meaningful relationship between motivation and safety behavior. Nurses feel guilty when they neglect to follow safety standards because they realize the importance of safety for themselves and their colleagues. Therefore, they are committed to raising awareness and safety practices in the workplace. Nurses are also actively looking for ways to prevent accidents, provide education, and ensure procedures are carried out in a disciplined manner (Zaitoun et al., 2023). Safety is seen as a form of responsibility and concern for others, not just an obligation.

In line with the approach *Theory of Planned Behavior* (Ajzen, 1991), explained that nurses are committed to actively finding new ways to prevent accidents, provide education to the team, and ensure that every procedure is carried out with discipline. Thus, nurses hope to create a safer and more comfortable working atmosphere for everyone, while minimizing the risks that may occur. Safety is not only an obligation, but also a form of responsibility and concern for others, which is reinforced by the belief that preventive measures can positively change the work environment. Consistent with the findings of (Filatrovi, 2019; Scott, 2021) it is indicated that safety motivation significantly influences safe behavior in the workplace.

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The effect of safety knowledge on safety behavior

Based on the study's findings, safety knowledge did not significantly influence safety behavior in hospitals. These results suggest that although nurses understand safety theoretically, this knowledge has not been fully applied in practice. (Mersal et al., 2025). Some nurses still have difficulty recognizing potential hazards associated with their duties, as well as not using safety equipment consistently. This condition may be caused by low practical awareness, training that is not optimal, or limited facilities that hinder the application of knowledge (Priyaa et al., 2023).

Although some nurses still have difficulty identifying potential occupational hazards and do not always use safety equipment consistently, this can be explained through *Theory of Planned Behavior*. By *Theory of Planned Behavior* (Ajzen, 1991), behavior is influenced by personal attitudes, social pressures (subjective norms), and perceptions of self-control. If nurses don't care about safety, lack support from the work environment, or feel out of control due to limited training and facilities, then their safety intentions and behaviors tend to weaken. Research in line with (Yuliani et al., 2021; Elsa, et al., 2024) that safety knowledge is not significant to safety behavior in the workplace.

The influence of the safety climate on safety motivation

Based on the research results, it was concluded that safety climate significantly influences safety awareness. This study highlights that effective management is a key factor in motivating nurses to implement a safety-centered culture. This motivation builds awareness that each individual contributes meaningfully to creating a safe workplace environment (Dirik & Seren Intepeler, 2024). Nurses are also encouraged to actively take part in workplace accident and incident prevention efforts, through the implementation of proper safety procedures, increased vigilance, and collaboration with colleagues to ensure mutual safety (Mrayyan et al., 2023).

This statement is supported by *Theory of Planned Behavior* (Ajzen, 1991), strong leadership shapes nurses' positive attitude towards the importance of occupational safety. In addition, encouragement and expectations from leaders and colleagues create social norms that support safe behavior. Nurses also feel they have control and the ability to implement safety procedures consistently. The combination of these three factors encourages a strong intention in nurses to behave safely and actively in preventing accidents and incidents in the work environment. These findings support the study's outcomes (Ansori et al., 2021; Putra et al., 2022) that the safety climate has a crucial role in shaping safety behavior in the work environment.

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The Influence of the Security Climate on Security Knowledge

This study shows that there is a significant influence of workplace safety climate and safety knowledge. Every medical incident in the clinical area was handled quickly, professionally, and according to procedures, demonstrating the high dedication of the healthcare team, especially nurses, to upholding safety and quality of service. Nurses contribute significantly to creating a safe work environment through increasing risk awareness as well as highlighting the significance of prevention. Through an understanding of safety tools and patient safety principles, they are able to prevent work incidents and maintain service quality. This commitment is the basis for building a sustainable safety culture in hospitals.

Based on the Theory of Planned Behavior (Ajzen, 1991), safety behavior is shaped by attitudes towards safety, support from social groups, and self-confidence in carrying out procedures. When nurses believe that safety measures are important, receive support, and feel capable of carrying them out, there will be motivation to act according to standards. These findings are in line with a study by Abdullah & Aziz, (2020) which states that the workplace safety climate positively influences safety knowledge.

The Role of Safety Motivation Mediation between Safety Climate Relationships and Safety Behavior

Based on the research results, safety motivation functions as a mediator in the relationship connecting workplace safety climate with safe behavior. The study shows how nurses always prioritize safety in every work activity in the hospital. When safety procedures are not properly executed, nurses feel uncomfortable and worried about possible risks (Sharp et al., 2024). Briefings before starting work are already an important routine, as they help the medical team understand potential hazards, preventive measures, and emergency procedures. With the safety aspect in mind, nurses can work with peace of mind and be confident that they have provided the best protection for themselves, colleagues, and patients. For nurses, maintaining safety is a form of professional responsibility (Welcome, 2024).

Just like in *Theory of Planned Behavior* (Ajzen, 1991) explained that their decision to act safely was influenced by a positive view of the importance of safety. In addition, nurses' positive attitude towards the importance of safety, support from the work environment such as regular briefings, as well as the belief that they are able to implement safety procedures consistently, form actual intentions and behaviors in maintaining safety in the hospital. Thus, this theory can explain why nurses consistently prioritize safety as

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part of their professionalism and responsibilities in the workplace. This finding is supported by studies (Heryati et al., 2019; Listyaningsih et al., 2021) which indicate that motivation for safety mediates the association between safety climate and safe behavior.

The Role of Safety Knowledge Mediation between Safety Climate Relationships and Safety Behavior

Based on the study findings, safety knowledge did not emerge as a mediator in the relationship between workplace safety climate and safe behavior. These results suggest that while safety awareness is important, workplace safety climate has a stronger direct influence on nurses' safe behavior. Nurses have understood how to prevent accidents, and management does not neglect safety for the sake of productivity, which is reflected in policies and actions that prioritize safety aspects (Bagis et al., 2024)

This has to do with *Theory of Planned Behavior* (Ajzen, 1991), In this context, nurses have a positive attitude towards safety because they understand ways to minimize the likelihood of incidents. In addition, consistent management and leadership support that prioritizes safety creates social norms that encourage nurses to act safely. Policies and actions that support safety also increase nurses' sense of control in carrying out work safely. Therefore, a conducive safety climate and organizational commitment strengthen nurses' intentions to carry out safety behaviors, so that safety becomes a top priority in every work activity. In line with the findings of (Bunner et al., 2018) Safety knowledge does not function as an intermediary in the association between safety climate and safe behavior in the workplace.

CONCLUSIONS

Based on research findings, hospital safety strongly influences nurses' safety behavior, motivation, and knowledge. A positive safety climate, supported by leadership and management attention, creates a work environment that fosters safe intentions and attitudes, in accordance with Ajzen's (1991) theory of planned behavior. This environmental support also increases nurses' intrinsic and extrinsic motivation and contributes to safety knowledge, particularly regarding medical errors and risk awareness. However, knowledge did not significantly mediate the relationship between safety climate and behavior, indicating the need for adequate training and facilities. Conversely, motivation played a strong mediating role, with nurses who felt supported being more motivated to behave safely.

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These findings emphasize the importance of management in shaping a safety culture and transforming knowledge into concrete actions. This study has limitations, such as its scope, which only included three private hospitals in Purwokerto, making it difficult to generalize broadly. Furthermore, there are other unexplored factors that may influence preventative behavior. Future research is recommended to expand the sample and consider additional mediating variables to provide a more comprehensive understanding of the factors influencing safe behavior in healthcare facilities.

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