ABSTRACT

Occupational safety is an important aspect of operational activities at PT Indo Acidatama Tbk, where employees are exposed to various occupational risks, including the use of chemicals, production machinery, and heavy equipment. This study aims to examine the effect of Perceived Organizational Support (POS) on Safety Climate (SC), the effect of Perceived Organizational Support on Leader-Member Exchange (LMX), the effect of Leader Member Exchange on Safety Climate, and the mediating role of Leader Member Exchange in the relationship between Perceived Organizational Support and Safety Climate. This study employed a quantitative approach using Structural Equation Modeling-Partial Least Squares (SEM-PLS). Data were collected through questionnaires distributed to 100 operational employees of PT Indo Acidatama Tbk and analyzed using SmartPLS 4. The results show that Perceived Organizational Support has a positive and significant effect on Safety Climate. Perceived Organizational Support also has a positive and significant effect on Leader-Member Exchange. Furthermore, Leader-Member Exchange has a positive and significant effect on Safety Climate. The results of the indirect effect analysis indicate that Leader-Member Exchange mediates the effect of Perceived Organizational Support on Safety Climate. Since the direct effect of Perceived Organizational Support on Safety Climate remains significant after Leader-Member Exchange is included as a mediating variable, Leader-Member Exchange functions as a partial mediator. Overall, the findings indicate that perceived organizational support and the quality of leader-member relationships contribute to the development of Safety Climate among operational employees at PT Indo Acidatama Tbk.

Keywords: *Perceived Organizational Support, Leader-Member Exchange, Safety Climate, Mediation, SEM-PLS*