

## **CHAPTER V**

### **CONCLUSION**

Conclusions and suggestions of the research about "Relationship Between Leadership Style and Frequency Of Accidents In Construction Projects". Conclusion of the results of research conducted and suggestions will be outlined as follows:

#### **5.1. Conclusions**

1. The analysis showed that the frequency of accidents occurred in medium scale between 6-10 accidents. This demonstrates that the frequency of accidents in Yogyakarta is seldom.
2. The results of analysis known that most respondents (86.7%) of project manager, site manager, and contractor in Yogyakarta. It shows that major leadership style in Yogyakarta is Autocratic
3. The results of Pearson correlation analysis shows that variable of leadership style has significant correlation to the frequency of accidents in Yogyakarta. It means that the more Autocratic, the less accident occurs.

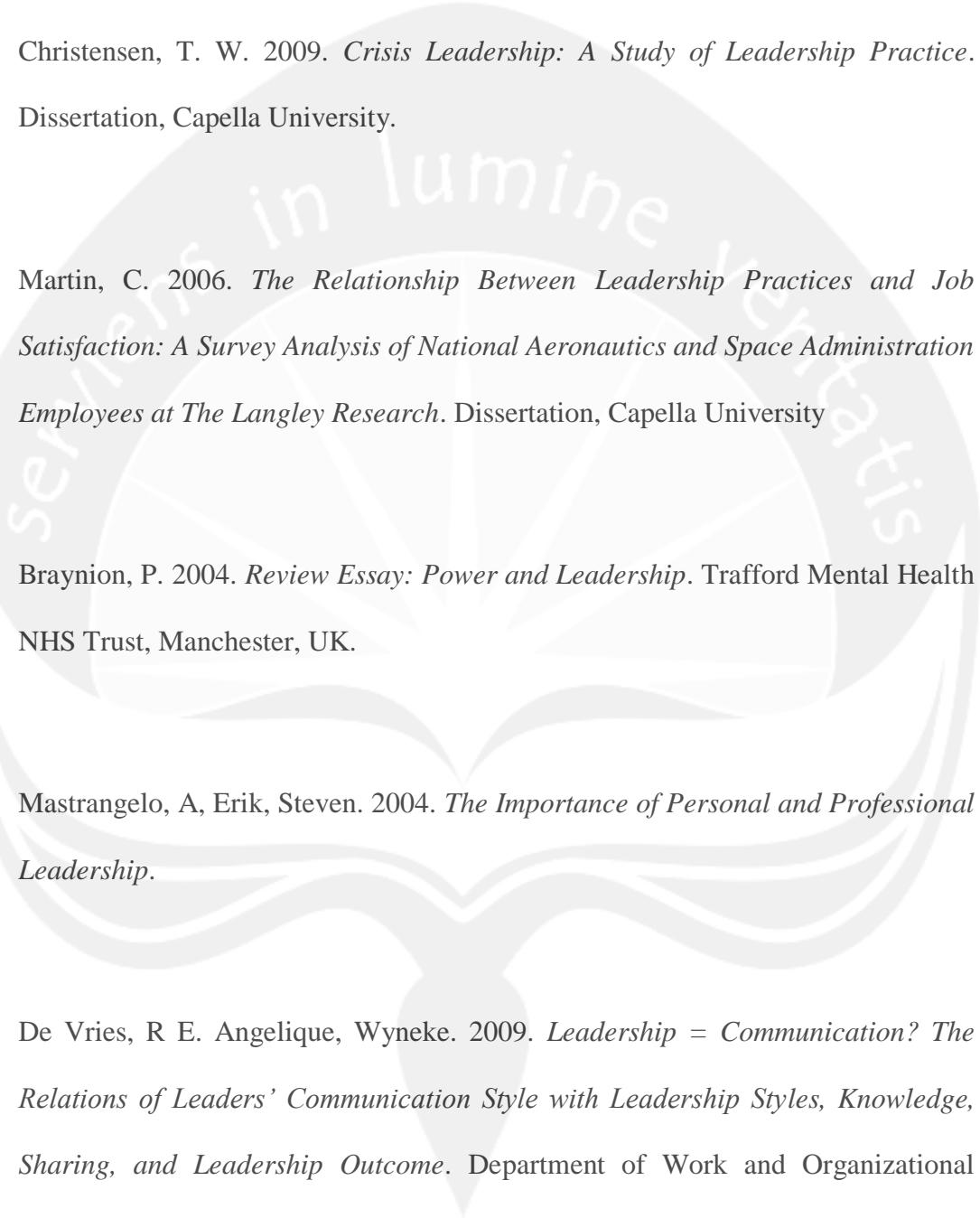
#### **5.2. Suggestions**

1. Project manager, site manager, sub-contractor, and contractor in Yogyakarta is more direct foreman and labor capabilities in ways to implement the planning, inspection, and quality assurance, so that frequency accidents will decrease.



2. Project manager, site manager, sub-contractor, and contractor in Yogyakarta need to equip themselves with good leadership style in construction projects, so that frequency of accidents can be minimized.





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## QUESTIONNAIRE OF RELATIONSHIP BETWEEN

### LEADERSHIP STYLE AND FREQUENCY OF ACCIDENTS IN CONSTRUCTION PROJECTS

#### I. Personal Data (Data Pribadi)

Age (Umur) : .....

Current job position (Jabatan terakhir) :  
a. Project Manager  
b. Site manager  
c. Contractor  
d. Sub - Contractor

Year of working experience (Pengalaman kerja) :  
a. Less than 5 years (<5 tahun)  
b. 5 – 10 years (5 – 10 tahun)  
c. 10 – 20 years (10 – 20 tahun)  
d. More than 20 years (>20 tahun)

Number of projects you have involved with (Jumlah proyek yang pernah ditangani) :  
a. Less than 2 projects (2< proyek)  
b. 2 – 5 projects (2 – 5 proyek)  
c. 5 – 10 projects (5 – 10 proyek)  
d. More than 10 projects (>10 proyek)

Formal education (Pendidikan) :  
a. High school (SMA/SMU/STM)

b. Bachelor (S1)

c. Master (S2)

d. Doctoral (S3)

e. Other, specify (lainnya).....

Number of accidents ever happen  
(Jumlah kecelakaan yang pernah terjadi) : .....

Citizenship  
(Kewarganegaraan) : a. Indonesian

b. Other, specify .....

## **II. Personality Test / English**

The following list below consists of some common conditions that occur among us.

Based on your working experience, rate from number 1 to 6 by crossing which conditions are most suitable for you.

Example:

No.	Conditions	Response						Conditions
		1	2	3	4	5	6	
1	A	1	2	3	4	5	X	B
2	A	1	2	3	4	X	XX	B

Questionnaire:

No.	Conditions	1	2	3	4	5	6	Conditions
1	I really enjoy comforting other people who feel hurt or upset	1	2	3	4	5	6	I really enjoy forming my own explanations of how things work
2	I really enjoy getting people to organise themselves better	1	2	3	4	5	6	I really enjoy thinking about what I believe is important
3	I really enjoy dreaming up imaginative ideas	1	2	3	4	5	6	I really enjoy getting things done as and when they arise
4	I really enjoy it when I can get to know one thing/person really, really well	1	2	3	4	5	6	I really enjoy it when things are constantly changing
5	I really like building better relationships between people	1	2	3	4	5	6	I really like finding logical flaws in theories or explanations
6	I really enjoy thinking about the unfathomable	1	2	3	4	5	6	I really enjoy accomplishing immediate tasks
7	I get annoyed if people insist on following procedures	1	2	3	4	5	6	I get annoyed if people won't compromise over their private convictions

No.	Conditions	Response						Conditions
		1	2	3	4	5	6	
8	I get annoyed if people change things that are already working well							I get annoyed if people want all the facts before trying anything new
9	I very much like trying out new ways of doing things	1	2	3	4	5	6	I very much like contemplating my own observations
10	I very much like holding fast to my own, personal values	1	2	3	4	5	6	I very much like checking that everyone has done what they were meant to do
11	I very much like forming my own rationale of why things happen	1	2	3	4	5	6	I very much like taking care of other people's feelings
12	I very much like thinking about what is in the unknown	1	2	3	4	5	6	I very much like doing practical things that have a tangible result
13	If need be, I am comfortable taking an individual stand on my personal beliefs	1	2	3	4	5	6	If need be, I am comfortable imposing rules on other people
14	People irritate me when they invest effort in something that will soon be obsolete	1	2	3	4	5	6	People irritate me when they think so much about the future that today's tasks are left undone
15	People irritate me when they make notes of every detail	1	2	3	4	5	6	People irritate me when they start new, experimental initiatives
16	I really enjoy a theory when it is true and correct	1	2	3	4	5	6	I really enjoy relationships when there is a lot of rapport
17	I feel very satisfied by challenging the status quo, to shake things up a bit	1	2	3	4	5	6	I feel very satisfied by reviewing my own experiences and knowledge
18	My personal convictions are the most important thing	1	2	3	4	5	6	Following the rules is the most important thing

No.	Conditions	Response						Conditions
		1	2	3	4	5	6	
19	I feel very satisfied by imagining a radical vision of the future	1	2	3	4	5	6	I feel very satisfied by taking immediate action to deal with things as they arise
20	I feel very satisfied by building a more appreciative atmosphere amongst friends	1	2	3	4	5	6	I feel very satisfied by figuring out for myself how something works
21	I really enjoy having my own moral compass to guide my thoughts and beliefs	1	2	3	4	5	6	I really enjoy overcoming opposition to get people to do what they are supposed to do
22	I enjoy getting things done	1	2	3	4	5	6	I enjoy anticipating the future
23	I enjoy changing things to see what happens	1	2	3	4	5	6	I enjoy thinking about what I know
24	I enjoy meeting friends	1	2	3	4	5	6	I enjoy solving problems on my own
25	I feel satisfied when I'm dealing with a crisis	1	2	3	4	5	6	I feel satisfied when I'm contemplating the mysterious
26	I enjoy gathering lots and lots of information	1	2	3	4	5	6	I enjoy flitting from one activity to another
27	I feel satisfied when my explanations are correct	1	2	3	4	5	6	I feel satisfied when others have good relationships
28	I feel satisfied when others follow the correct procedures	1	2	3	4	5	6	I feel satisfied when I can adhere to my personal values
29	I dislike having to compromise my values	1	2	3	4	5	6	I dislike it when there is chaos around me
30	I dislike doing the same things again and again	1	2	3	4	5	6	I dislike ambiguity and lack of clarity in information
31	I dislike conflict between people	1	2	3	4	5	6	I dislike incoherent theories
32	I enjoy seeing the tangible results of my efforts	1	2	3	4	5	6	I enjoy closing my eyes and contemplating whatever images and thoughts come to mind
33	I enjoy thinking about the past	1	2	3	4	5	6	I enjoy working towards a better future

No.	Conditions	Response						Conditions
34	Getting life's day to day tasks done is what matters most	1	2	3	4	5	6	Knowing where you are going in the long term is what matters most
35	Thinking logically is what matters most	1	2	3	4	5	6	Caring for others is what matters most
36	Having a well-prepared plan is what matters most	1	2	3	4	5	6	Adhering to one's conscience is what matters most

## **II. Tes Kepribadian / Bahasa**

Tabel di bawah ini berisi suatu keadaan umum yang sering muncul di antara kita. Berdasarkan pengalaman kerja anda, berilah nilai antara 1 sampai dengan 6 dengan memberi tanda silang pada keadaan yang paling cocok dengan diri anda.

Contoh:

No.	Conditions	Response						Conditions
1	A	1	2	3	4	5	X	B
2	A	1	2	3	4	X	X	B

No.	Conditions	Response						Conditions
1	Saya sangat menikmati menghibur orang lain yang sedang marah atau sedih	1	2	3	4	5	6	Saya sangat menikmati membentuk penjelasan saya sendiri tentang bagaimana sesuatu bekerja
2	Saya sangat menikmati mengetahui orang - orang yang mengorganisir diri mereka sendiri lebih baik	1	2	3	4	5	6	Saya sangat menikmati memikirkan tentang apa yang saya percayai adalah penting
3	Saya sangat menikmati membayangkan ide - ide yang imajinatif	1	2	3	4	5	6	Saya sangat senang mengetahui sesuatu terselesaikan ketika mereka muncul
4	Saya sangat menikmati ketika saya bisa mengetahui/mengenali sesuatu/seseorang dengan sangat baik	1	2	3	4	5	6	Saya sangat menikmatinya ketika sesuatu berubah secara bertahap
5	Saya sangat senang membangun hubungan yang lebih baik dengan orang - orang	1	2	3	4	5	6	Saya sangat senang mencari kekurangan logis dalam teori atau penjelasan
6	Saya sangat menikmati berpikir tentang yang tak terduga	1	2	3	4	5	6	Saya sangat menikmati menyelesaikan tugas - tugas yang mendesak / tiba - tiba

No.	Keadaan	Respon						Keadaan
		1	2	3	4	5	6	
7	Saya merasa kesal ketika orang bersikeras untuk mengikuti prosedur	1	2	3	4	5	6	Saya kesal jika orang tidak akan berkompromi atas keyakinan mereka sendiri
8	Saya merasa kesal jika orang mengganti apa yang sudah berlangsung dengan baik	1	2	3	4	5	6	Saya merasa kesal jika orang - orang ingin semua kenyataan sebelum melakukan hal yang baru
9	Saya sangat senang mencoba cara baru melakukan sesuatu	1	2	3	4	5	6	Saya sangat suka merenungkan pengamatan saya sendiri
10	Saya sangat senang berpegang teguh pada penilaian pribadi saya	1	2	3	4	5	6	Saya sangat suka memeriksa setiap orang yang telah melaksanakan sesuatu apa yang mereka maksud
11	Saya sangat senang membentuk pemikiran saya sendiri tentang mengapa sesuatu terjadi	1	2	3	4	5	6	Saya sangat suka memperhatikan perasaan orang lain
12	Saya sangat senang berpikir tentang apa yang ada dalam ketidaktahuan	1	2	3	4	5	6	Saya sangat suka hal - hal yang praktis untuk mendapatkan hasil nyata
13	Kalau bisa, Saya merasa nyaman mengambil sifat individu pada keyakinan pribadi saya	1	2	3	4	5	6	Jika bisa, saya nyaman memaksakan peraturan ke orang lain
14	Orang - orang mengganggu saya ketika mereka memberi masukan kepada sesuatu yang segera usang	1	2	3	4	5	6	Orang - orang mengganggu saya ketika mereka berpikir begitu banyak tentang masa depan namun tugas saat ini belum terselesaikan
15	Orang - orang mengganggu saya ketika mereka membuat catatan untuk tiap detail	1	2	3	4	5	6	Orang orang mengganggu saya ketika mereka mulai inisiatif eksperimental baru

No.	Keadaan	Respon						Keadaan
		1	2	3	4	5	6	
16	Saya sangat menikmati teori ketika itu benar dan tepat	1	2	3	4	5	6	Saya sangat menikmati hubungan ketika ada banyak keterkaitan
17	Saya merasa sangat puas dengan menantang status quo, untuk memberi sedikit semangat	1	2	3	4	5	6	Saya merasa sangat puas dengan meninjau pengalaman dan pengetahuan saya sendiri
18	Keyakinan pribadi saya adalah hal yang paling penting	1	2	3	4	5	6	Mengikuti peraturan adalah hal yang paling penting
19	Saya merasa sangat puas dengan membayangkan visi radikal masa depan	1	2	3	4	5	6	Saya merasa sangat puas dengan mengambil tindakan langsung untuk menangani hal - hal yang muncul
20	Saya merasa sangat puas dengan membangun suasana saling menghargai di antara teman - teman	1	2	3	4	5	6	Saya merasa sangat puas dengan mencari tahu sendiri bagaimana sesuatu bekerja
21	Saya sangat menikmati kompas moral saya sendiri untuk membimbing pikiran dan keyakinan saya	1	2	3	4	5	6	Saya sangat menikmati oposisi mendapatkan orang untuk melakukan apa yang seharusnya mereka lakukan
22	Saya senang mengetahui sesuatu terselesaikan	1	2	3	4	5	6	Saya menikmati mengantisipasi masa yang akan datang
23	Saya menikmati mengganti sesuatu untuk mengetahui apa yang akan terjadi	1	2	3	4	5	6	Saya menikmati berpikir tentang apa yang saya tahu
24	Saya menikmati bertemu dengan teman - teman	1	2	3	4	5	6	Saya menikmati menyelesaikan masalah saya sendiri
25	Saya merasa puas ketika saya berhadapan dengan krisis	1	2	3	4	5	6	Saya merasa puas ketika merenungkan hal yang misterius

No.	Keadaan	Respon						Keadaan
		1	2	3	4	5	6	
26	Saya senang mengumpulkan informasi sebanyak banyaknya	1	2	3	4	5	6	Saya menikmati melayang dari satu aktivitas ke aktivitas lainya
27	Saya merasa puas ketika penjelasan saya tepat	1	2	3	4	5	6	Saya merasa puas ketika orang lain memiliki hubungan yang baik
28	Saya merasa puas ketika orang lain mengikuti prosedur yang tepat	1	2	3	4	5	6	Saya merasa puas ketika dapat mematuhi penilaian pribadi saya
29	Saya tidak suka harus berkompromi dengan penilaian saya	1	2	3	4	5	6	Saya tidak suka ketika ada kekacauan di sekitar saya
30	Saya tidak suka melakukan hal yang sama lagi dan lagi	1	2	3	4	5	6	Saya tidak suka ambiguitas dan ketidakjelasan informasi
31	Saya tidak suka konflik antara masyarakat	1	2	3	4	5	6	Saya tidak suka teori yang tidak koheren (berkesinambungan)
32	Saya menikmati melihat hasil nyata dari usaha saya	1	2	3	4	5	6	Saya menikmati menutup mata dan merenungkan gambar dan pikiran apapun yang muncul dalam benak saya
33	Saya menikmati berpikir tentang masa lalu	1	2	3	4	5	6	Saya menikmati bekerja menuju masa depan yang lebih baik
34	Mengetahui hidup hari ini untuk menyelesaikan tugas harian adalah yang paling penting	1	2	3	4	5	6	Mengetahui kemana anda akan pergi dalam jangka panjang adalah hal yang paling penting
35	Berpikir logis adalah yang terpenting	1	2	3	4	5	6	Peduli sesama adalah hal yang paling penting
36	Memiliki rencana yang siap adalah hal yang paling penting	1	2	3	4	5	6	Mengikuti hati nurani seseorang adalah hal yang paling penting

## Research Data



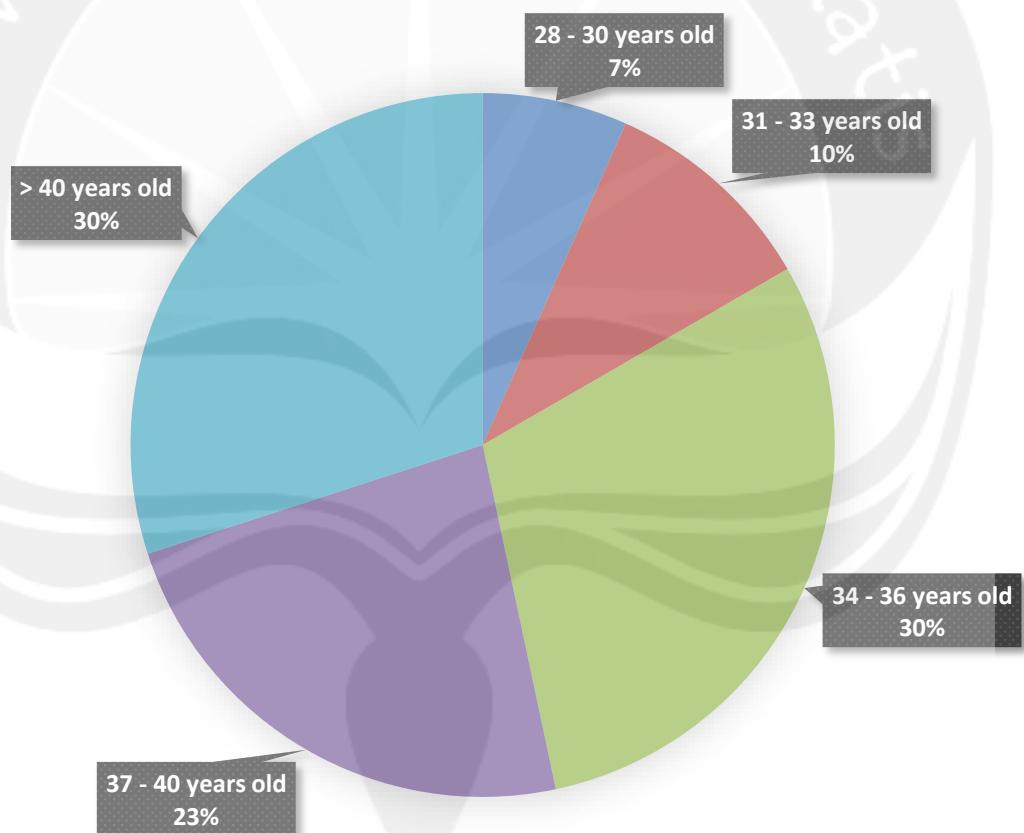
q24	q25	q26	q27	q28	q29	q30	q31	q32	q33	q34	q35	q36	<b>LS</b>	<b>NoA</b>
4	4	6	6	4	5	4	4	4	3	4	4	4	4	10
5	6	5	5	5	5	5	5	6	2	4	5	5	5	4
6	6	6	5	5	6	6	6	6	4	5	5	5	5	10
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6	5	5	5	5	5	5	5	5	5	5	5	5	5	10
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4	4	4	4	5	4	5	4	4	4	4	3	4	5	10
5	5	5	5	5	4	4	4	4	4	4	4	5	5	6



### Age

	Frequency	Percent	Valid Percent	Cumulative Percent
28 - 30 years old	2	6.7%	6.7%	6.7%
31 - 33 years old	3	10.0%	10.0%	16.7%
34 - 36 years old	9	30.0%	30.0%	46.7%
37 - 40 years old	7	23.3%	23.3%	70.0%
> 40 years old	9	30.0%	30.0%	100.0%
Sum	30	100.0%	100.0%	

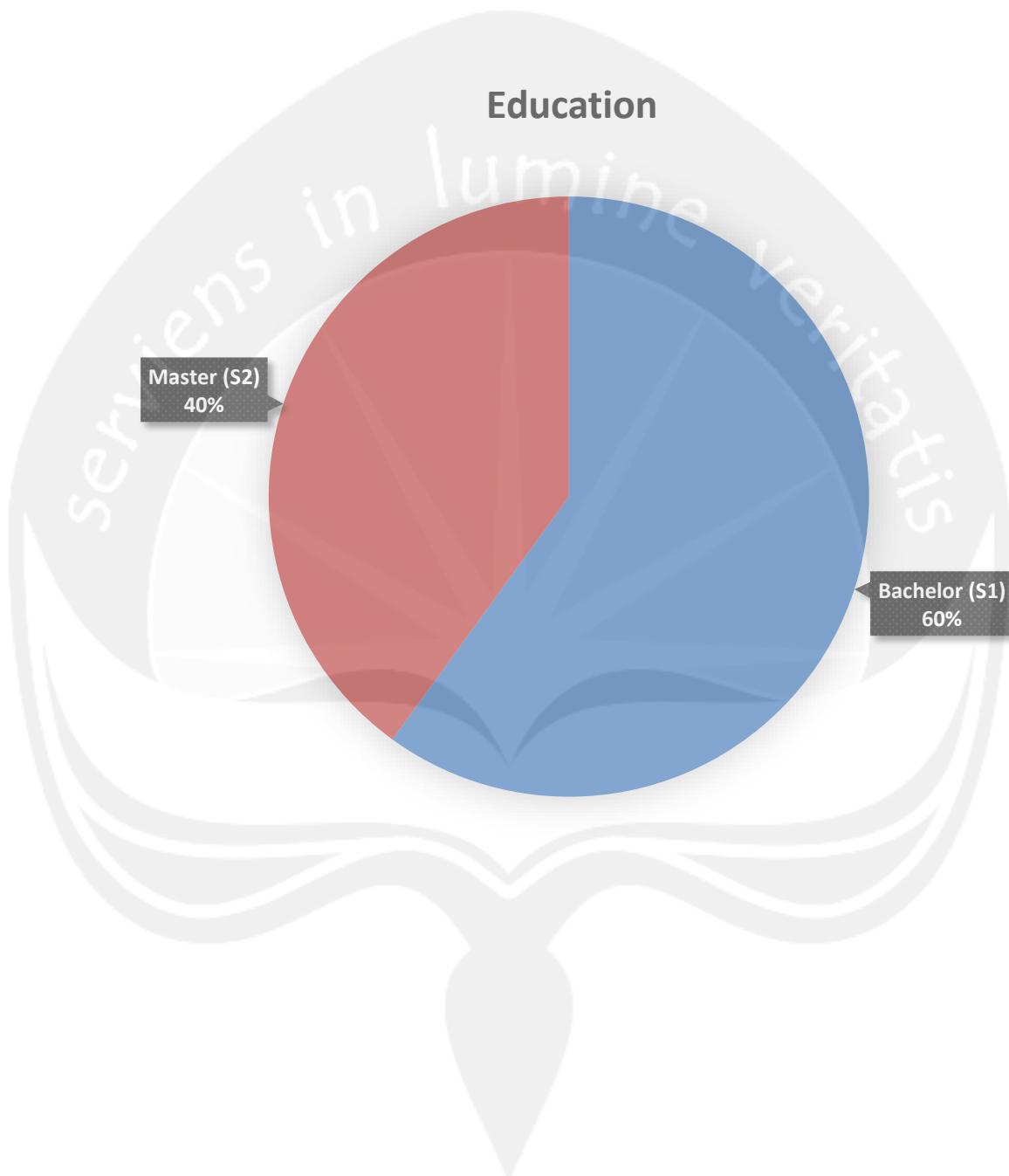
### Age



### Education

	Frequency	Percent	Valid Percent	Cumulative Percent
Bachelor (S1)	18	60.0%	60.0%	60.0%
Master (S2)	12	40.0%	40.0%	100.0%
Sum	30	100.0%	100.0%	

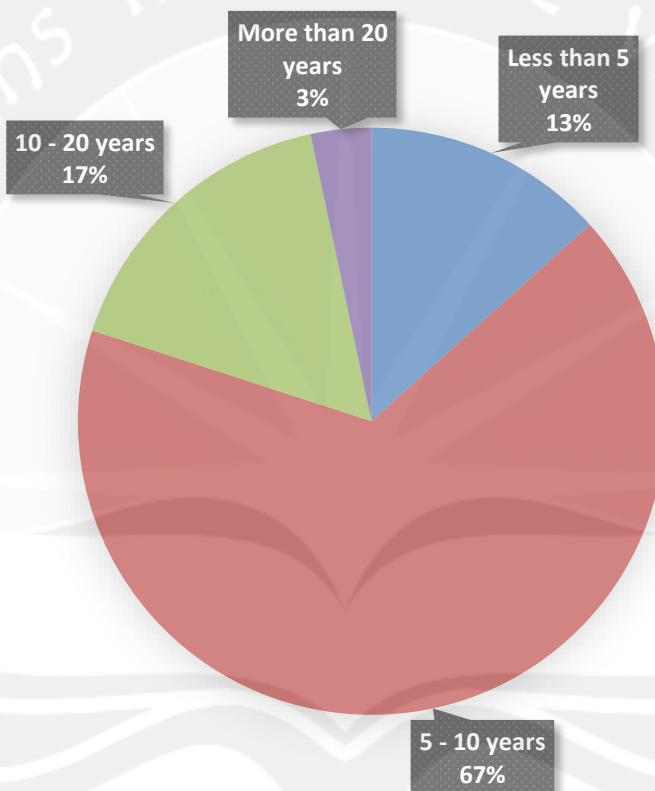
### Education



### Working Experience

	Frequency	Percent	Valid Percent	Cumulative Percent
Less than 5 years	4	13.3%	13.3%	13.3%
5 - 10 years	20	66.7%	66.7%	80.0%
10 - 20 years	5	16.7%	16.7%	96.7%
More than 20 years	1	3.3%	3.3%	100.0%
<b>Sum</b>	<b>30</b>	<b>100.0%</b>	<b>100.0%</b>	

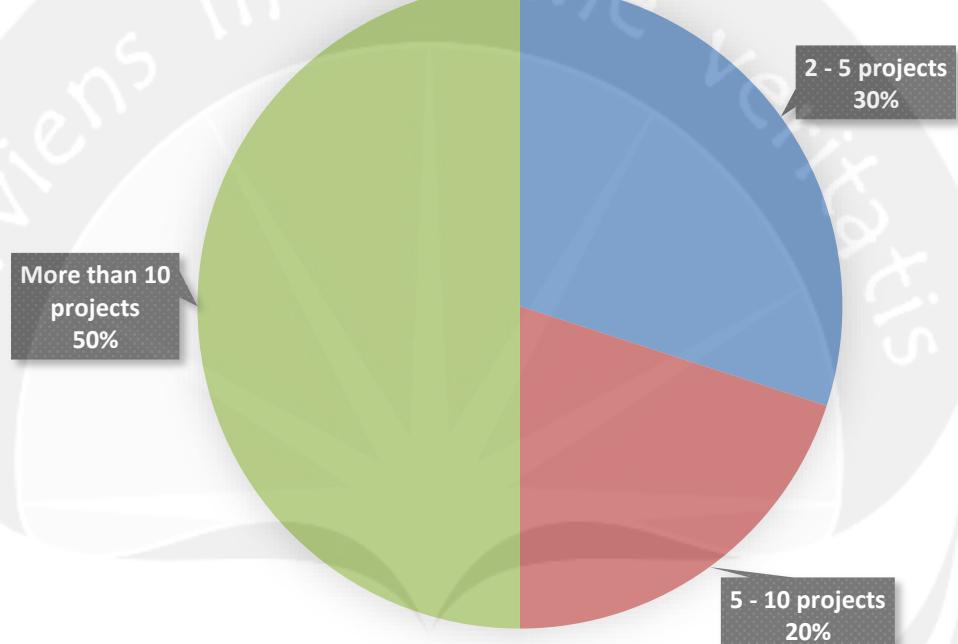
### Working Experience



Number of Projects

	Frequency	Percent	Valid Percent	Cumulative Percent
2 - 5 projects	9	30.0%	30.0%	30.0%
5 - 10 projects	6	20.0%	20.0%	50.0%
More than 10 projects	15	50.0%	50.0%	100.0%
<b>Sum</b>	<b>30</b>	<b>100.0%</b>	<b>100.0%</b>	

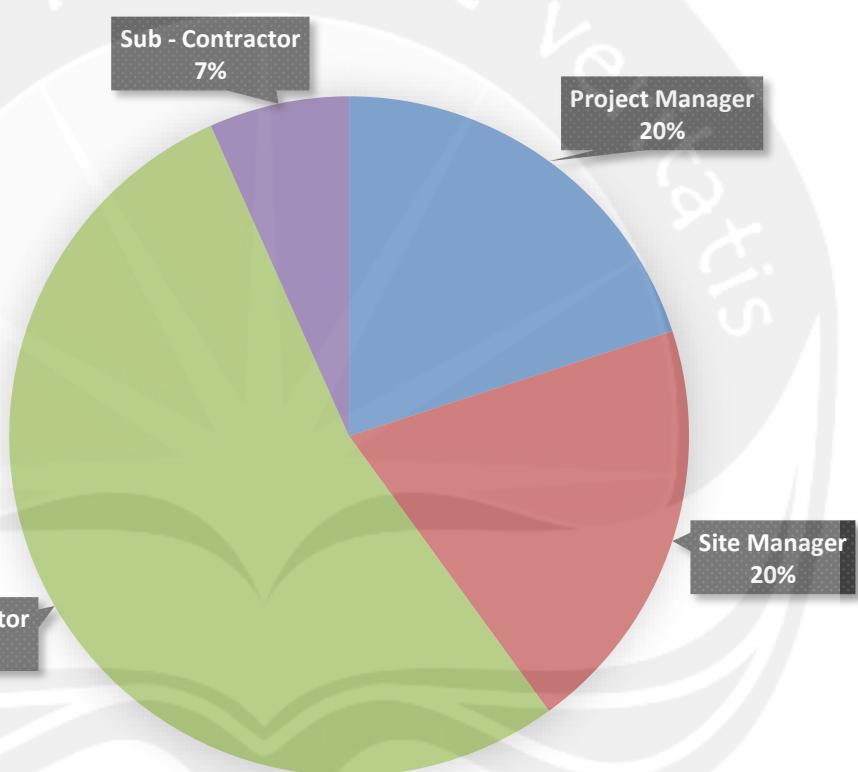
Number of Projects



Position

	Frequency	Percent	Valid Percent	Cumulative Percent
Project Manager	6	20.0%	20.0%	20.0%
Site Manager	6	20.0%	20.0%	40.0%
Contractor	16	53.3%	53.3%	93.3%
Sub - Contractor	2	6.7%	6.7%	100.0%
<b>Sum</b>	<b>30</b>	<b>100.0%</b>	<b>100.0%</b>	

Position



Correlations		
		LS
q1	Pearson Correlation	0.793
	Sig. (2-tailed)	0.000
	N	30
q2	Pearson Correlation	0.719
	Sig. (2-tailed)	0.000
	N	30
q3	Pearson Correlation	0.524
	Sig. (2-tailed)	0.003
	N	30
q4	Pearson Correlation	0.376
	Sig. (2-tailed)	0.040
	N	30
q5	Pearson Correlation	0.746
	Sig. (2-tailed)	0.000
	N	30
q6	Pearson Correlation	0.631
	Sig. (2-tailed)	0.000
	N	30
q7	Pearson Correlation	0.613
	Sig. (2-tailed)	0.000
	N	30
q8	Pearson Correlation	0.531
	Sig. (2-tailed)	0.003
	N	30
q9	Pearson Correlation	0.815
	Sig. (2-tailed)	0.000
	N	30
q10	Pearson Correlation	0.668
	Sig. (2-tailed)	0.000
	N	30
q11	Pearson Correlation	0.680
	Sig. (2-tailed)	0.000
	N	30
q12	Pearson Correlation	0.640
	Sig. (2-tailed)	0.000
	N	30
q13	Pearson Correlation	0.579
	Sig. (2-tailed)	0.001
	N	30
q14	Pearson Correlation	0.710
	Sig. (2-tailed)	0.000
	N	30
q15	Pearson Correlation	0.671
	Sig. (2-tailed)	0.000
	N	30

Correlations		
		LS
q16	Pearson Correlation	0.625
	Sig. (2-tailed)	0.000
	N	30
q17	Pearson Correlation	0.545
	Sig. (2-tailed)	0.002
	N	30
q18	Pearson Correlation	0.563
	Sig. (2-tailed)	0.001
	N	30
q19	Pearson Correlation	0.596
	Sig. (2-tailed)	0.001
	N	30
q20	Pearson Correlation	0.714
	Sig. (2-tailed)	0.000
	N	30
q21	Pearson Correlation	0.810
	Sig. (2-tailed)	0.000
	N	30
q22	Pearson Correlation	0.847
	Sig. (2-tailed)	0.000
	N	30
q23	Pearson Correlation	0.381
	Sig. (2-tailed)	0.038
	N	30
q24	Pearson Correlation	0.671
	Sig. (2-tailed)	0.000
	N	30
q25	Pearson Correlation	0.671
	Sig. (2-tailed)	0.000
	N	30
q26	Pearson Correlation	0.626
	Sig. (2-tailed)	0.000
	N	30
q27	Pearson Correlation	0.632
	Sig. (2-tailed)	0.000
	N	30
q28	Pearson Correlation	0.627
	Sig. (2-tailed)	0.000
	N	30
q29	Pearson Correlation	0.734
	Sig. (2-tailed)	0.000
	N	30
q30	Pearson Correlation	0.752
	Sig. (2-tailed)	0.000
	N	30

Correlations		
		LS
q31	Pearson Correlation	0.726
	Sig. (2-tailed)	0.000
	N	30
q32	Pearson Correlation	0.654
	Sig. (2-tailed)	0.000
	N	30
q33	Pearson Correlation	0.484
	Sig. (2-tailed)	0.007
	N	30
q34	Pearson Correlation	0.661
	Sig. (2-tailed)	0.000
	N	30
q35	Pearson Correlation	0.680
	Sig. (2-tailed)	0.000
	N	30
q36	Pearson Correlation	0.663
	Sig. (2-tailed)	0.000
	N	30
LS	Pearson Correlation	1.000
	N	30