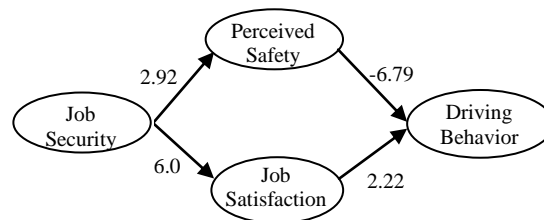


TABLE V
SIGNIFICANCE OF LOADING FACTOR
OF MEASUREMENT MODEL (N=396)

Latent Variable* & Indicator	Standardized Loading Factor	t-value (t > 2.58)	Construct Reliability CR >.70	Variance Extracted VE >.50
Job Security* in Org. in Job	0.90 1.00	17.54 25.24	0.948	0.900
Job Satisfaction* Resign Att. Affection	1.00 0.99	22.81 20.98	0.992	0.985
Perceived Safety* S. Value S. Motivation	0.85 0.99	14.69 34.31	0.921	0.854
Driving Behavior* Speeding Inattention Rule Violation D. while tired	0.75 0.83 0.95 0.91	21.56 39.16 39.05 59.02	0.921	0.747

Note: All loading factors are significant at $t > 2.58$ ($p < 0.01$)
All measurements are reliable (CR > 0.70) and valid (VE > 0.50)



RMSEA=0.06; CFI=0.98; GFI=0.97; CN= 274.75

Fig. 3. Significance Level of the Hypothetical Model

V. CONCLUSIONS

Research result supporting Hypothesis 1, Hypothesis 2, and Hypothesis 3 are aligned with the Conservation of Resources theory [39], which stated that an increase of a particular resource will be followed by an increase of other resource. An individual with job stability tends to have a better satisfaction in job (Hypothesis 1), that could activate a better driving behavior (Hypothesis 2). The latter includes a higher tendency to obey the traffic rules, avoid drowsy driving, observe his surrounding traffic situation and obey the speed limit. The result of this research, which also supports Hypothesis 3, indicates that an individual who experience improvement in job stability tend to be more motivated to understand important factors for safe driving. Hypothesis 1,2,3, other than proven to be fit with the field data and significant, can be viewed as a form of generalization of Conservation of Resources theory in a collective culture context.

Research result that supports Hypothesis 4 does not coincide with Conservation of Resources theory because as Munandar [21] reminds, cultural difference may account for different results. Some of Ho's researches [29], [30], that were also conducted in collective culture, also show results in support of this opinion. Research results of Ho, Leono, Suhartono and Reynaldo [6] which was conducted in a collective culture context similarly shows results aligned with the proof from Hypothesis 4 in this study. Weiten [45] claims that group condition can create more safety feelings as compared to being alone. Indonesian society is constructed from a collective culture where social solidarity creates a high level of social comfort. In a traffic accident, it is normal to see a lot of people surrounding the accident location, extending their helping hands without hesitation. An individual in this context has a high level of personal security, a fact that accounts for his/her reckless and regulation-breaching driving behavior tendency. On the contrary, an individual who does not entirely comprehend how to drive

safely tends to drive cautiously. A condition in support of this phenomenon is the absence of strict punishment for dangerous driving behavior. This thoroughly removed the reasons to have safe driving behavior perception in the minds of the drivers, let alone to implement it. According to Franken [46], everybody has the tendency to take the simplest options in everything. Correspondingly, an individual's perception of safe driving behavior and how to execute it does not immediately lead to his/him executing it if the situation does not allow him/her to. The cognitive dissonance theory could also explain this finding [47]. In one side, despite understanding the importance of safety, the chaotic traffic in Jakarta may force an individual to behave differently in order to accomplish demanding tasks. As the hypothetical model is a fit model and the contribution is 24.01% ($r = -.49$) with the possibility of an error less than 1%, the support for Hypothesis 4, from this research, deserves attention.

Therefore, further researches are required, in particular the ones involving traffic regulations, norms or other variables that can constructively predict driving behavior especially on the roads of Jakarta, Indonesia. Improving driving behavior allows conducive and comfortable traffic environment to be possible to achieve.

This study also has some limitations. As a new theoretical model, further studies still need to be conducted for generalization purpose. Research sample needs to involve more respondents through random sampling technique. Cohort and longitudinal research techniques also may be tried to see clearer facts. All hypotheses-supportive results provided by this study are expected to be tested and applied in further studies to fix the limitations in this research.

Results from this research are expected to contribute a new paradigm to government organizations and agencies taking care of traffic and transportation problems. One instance is how an organization can apply employment system that supports job stability in order to help improving employees' driving behaviour. The results of this study are expected to be beneficial for individuals and community at large to continuously conduct betterment that supports well-being and sustainability.

REFERENCES

- [1] D. P. Nastitie, "Menularkan semangat aman berkendara," Kompas, Jakarta, Indonesia, 15 November 2014.
- [2] World Health Organization, "Global status report on road safety 2013: Supporting a decade of action," WHO Press, 2013.
- [3] T. Mast, "Introduction to ITS," in *Human Factors in Intelligent Transportation Systems*, W. Barfield, T. A. Dingus (Eds.), New York: Psychology Press, 2009, pp. xv-xxi.
- [4] D. G. MacGregor, and P. Slovic, "Perceived risk and driving behavior: Lessons for improving traffic safety in emerging market countries," in *Transportation, Traffic Safety and Health-Human Behavior*, H. von Holst, A. Nygren, and A. E. Andersson (Eds.), Germany: Springer-Verlag Berlin Heidelberg GmbH, 2000, pp. 37-54.
- [5] M. Nusrat, R. P. Sudarsono, and N. Triana, "Lawan arus, salah kaprah yang terpelihara," Kompas, 17 September 2014.
- [6] H. C. Ho, D. Leono, I. S. Suhartono, and M. Reynaldo, "Pursuing the quality of driving through an understanding of job security, job satisfaction, and perceived safety as antecedents of motorcycling behavior in Jakarta, Indonesia," in *IEOM 2015 International Conference on 3-5 March 2015*, Dubai, 2015, DOI: 10.1109/IEOM.2015.7093797
- [7] C. Jallais, C. Gabaude, and L. Paire-ficout, "When emotions disturb the localization of road elements: Effect of anger and sadness," *Transportation Research Part F: Traffic Psychology and Behaviour*, vol. 23, pp. 125-132, Mar. 2014.
- [8] M. Gastaldi, R. Rossi, and G. Gecchele, "Effects of driver task-related fatigue on driving performance," *Procedia - Social and Behavioral Sciences*, vol. 111, pp. 955-964, 2014.
- [9] H. Selander, I. Bolin, and T. Falkmer, "Does Automatic Transmission Improve Driving Behavior in Older Drivers?," *Gerontology*, vol. 58(2), pp. 181-187, 2012.
- [10] W. B. Schaufeli, "The future of occupational health psychology," *Applied Psychology: An International Review*, vol. 53(4), pp. 502-517, 2004.
- [11] W. B. Schaufeli, M. P. Leiter, and C. Maslach, "Burnout: 35 years of research and practice," *Career Development Internationa*, vol. 14(3), pp. 204-220, 2009.
- [12] J. R. B. Halbesleben, "A meta-analysis of work engagement: Relationships with burnout, demands, resources, and consequences," in *Work Engagement: A Handbook of Essential Theory and Research*, A. B. Bakker, and M. P. Leiter (Eds.), New York, Psychology Press, pp. 102-117, 2010.
- [13] M. P. Leiter, and A. B. Bakker, "Work engagement: Introduction," in *Work Engagement: A Handbook of Essential Theory and Research*, A. B. Bakker, and M. P. Leiter (Eds.), New York, Psychology Press, pp. 1-9, 2010.
- [14] T. M. Probst, "Development and validation of the job security index and the job security satisfaction scale: A classical test theory and IRT approach," *Journal of Occupational and Organizational Psychology*, vol. 76, pp. 451-467, 2003.
- [15] W. D. Reisel, T. M. Probst, S. Chia, C. M. Maloles, and C. J. Koenig, "The effects of job insecurity on job satisfaction, organizational citizenship behavior, deviant behavior, and negative emotions of employee," *International Studies of Management and Organzations*, vo. 40(1), pp. 74-91, 2010.
- [16] C. P. Akpan, "Job security and job satisfaction as determinants of organizational commitment among university teachers in cross river state, Nigeria," *British Journal of Education*, vol. 1(2), pp 82-92, 2013.
- [17] D. Bakotic, and T. Babic, "Relationship between working conditions and job satisfaction: The case of Croatian Shipbuilding Company," *International Journal of Business and Social Science*, vol. 4(2), pp. 206-2013, 2013
- [18] B. Artz, and I. Kaya, "The impact of job security on job satisfaction in economic contractions versus expansions," *Applied Economics*, vol. 46(24), pp. 2873-2890, 2014.
- [19] R. Ivers, T. Senserrick, S. Boufous, M. Stevenson, H.Y. Chen, M. Woodward, and R. Norton, "Novice driver's risky driving behavior, risk perception, and crash risk: Finding from the DRIVE study," *American Journal of Public Health*, vol. 99(9), pp. 1638-1644, 2009.
- [20] S. R. Khan, Z. B. Khalifah, Y. Munir, T. Islam, T. Nazir, and H. Khan, "Driving behaviors, traffic risk and road safety: comparative study between Malaysia and Singapore," *International Journal of Injury Control and Safety Promotion*, vol. 22(4), pp. 359-367, 2015

- [21] A. S. Munandar, "Psikologi industri dan organisasi," Jakarta, LPSP3 UI, 2001.
- [22] S. E. Hobfoll, and A. Shirom, "Conservation of resources theory: Applications to stress and management in workplace," in *Handbook of Organizational Behavior*, R. T. Golembiewski, Ed. New York: Marcel Dekker Inc, pp. 57-80, 2000.
- [23] The Organisation for Economic Co-operation and Development (OECD), "OECD Employment Outlook 2014: How does Indonesia compare?," OECD, Paris, pp. 292, 03 Sep. 2014.
- [24] J. J. Ehrhardt, W.E. Saris, and R. Veenhoven, "Stability of life-satisfaction over time: Analysis of change in ranks in a national population," *Journal of Happiness Studies*, vol. 1, pp. 177-205, 2000.
- [25] F. Fujita, and E. Diener, "Life satisfaction set point: Stability and change," *Journal of Personality and Social Psychology*, vol. 88(1), pp. 158-164, 2005.
- [26] A. Freivalds, and B. W. Niebel, *Niebel's methods, standards, and work design*. New York: McGraw-Hill, 2014.
- [27] J. P. Neveu, "Jailed resources: conservation of resources theory as applied to burnout among prison guards," *Journal of Organizational Behavior*, vol. 28(1), pp. 21-42, 2007.
- [28] M. Westman, S. E. Hobfoll, S. Chen, O. B. Davidson, and S. Laski, "The lens of Conservation Resources (COR) theory," *Exploring Interpersonal Dynamics Research in Occupational Stress and Well Being*, vol. 4, pp. 167-220, 2005.
- [29] H. C. Ho, "Hope, Social Support, Trust, and Significancy of Job Security in Improving Well-being," *Anima*, vol. 25(3), pp. 181-187, 2010.
- [30] H. C. Ho, "Handling job autonomy, P-E fit, and well-being in collective culture," in IERC: 61st Annual IIE Conference and Expo, Reno, Nevada, USA, May 2011.
- [31] D. Windridge, M. Felsberg, and A. Shaukat, "A framework for hierarchical perception-action learning utilizing fuzzy reasoning," *Cybernetics, IEEE Transaction*, vol. 43(1), pp. 155-169, 2013
- [32] Z. Kang, and S. J. Landry, "Using scanpaths as a learning method for a conflict detection task of multiple target tracking," *Human Factors, The Journal of the Human Factors and Ergonomics Society*, vol. 56(6), pp. 1150-1162, 2014.
- [33] P. M. Carter, C. R. Bingham, J. S. Zakrajsek, J. T. Shope, and T. B. Sayer, "Social norms and risk perception: Predictors of distracted driving behavior among novice adolescent drivers," *Journal of Adolescent Health*, vol. 54, pp. S32-S41, 2014.
- [34] F. P. da Silva, J. A. Santos, and A. Meireles, "Road accident: Driver behaviour, leaning, and driving task," *Procedia-Social and Behavioral Sciences*, vol. 162, pp. 300-309, 2014.
- [35] A. K. Weyman, and D. D. Clarke, "Investigating the influence of organizational role on perceptions of risk in deep coal mines," *Journal of Applied Psychology*, vol. 88(3), pp. 404-412, 2003.
- [36] A. Borowsky, T. O. Gilad, and Y. Parmet, "The role of driving experience in hazard perception and categorization: A traffic-scene paradigm," *World Academi of Science, Engineering and Technology*, vol. 66, pp. 305-309, 2010
- [37] A. N. Stephens, and J. A. Groeger, "Following slower drivers: Lead driver status moderates driver's anger and behavioural responses and exonerates cupability," *Transportation Research part F: Traffic Psychology and Behavior*, vol. 22, pp. 140-149, 2014.
- [38] S. Newnam, M. A. Griffin, and C. Mason, "Safety in work vehicles: A multilevel study linking safety values and individual predictors to work-related driving crashes," *Journal of Applied Psychology*, vol. 93(3), pp. 632-644, 2008.
- [39] S. E. Hobfoll, "Conservation of Resources: A new attempt at conceptualizing stress," *American Psychologist*, vol. 44(3), pp. 513-524, 1989.
- [40] G. Oldham, C. Julik, M. Ambrose, L. Stepina, and J. Brand, "Relations between Job facet comparisons and employee relations," *Organizational Behaviour and Human Decision Processes*, vol. 38, pp. 28-47, 1986.
- [41] S. Grebner, N. K. Semmer, and A. Elfering, "AWorking conditions and three types of well-being. A longitudinal study with self-report and rating data," *Journal of Occupational Health Psychology*, vol. 10(1), pp. 31-43, 2005.
- [42] S. Newnam, J. Greenslade, C. Newton, B. Watson, "Safety in occupational driving: Development of a driver behavior scale for the workplace context," *Applied Psychology*, vol. 60(4), pp. 576-599, 2011.
- [43] F. N. Kerlinger, and H. B. Lee, *Foundation of Behavioral Research*. USA: Thomson Learning, 2000, pp. 652-655.
- [44] B. G. Tabachnick, and L. S. Fidell, *Using Multivariate Statistics*. Needham Heights, MA: Allyn & Bacon, 2001.
- [45] W. Weiten, *Psychology: Themes and Variations*. Belmont, CA: Wadsworth, 2010.
- [46] R. Franken, *Human Motivation*. USA: Thomson/Wadsworth, 2006.
- [47] R. A. Baron, and N. R. Branscombe, *Social Psychology*. Essex, England: Pearson Education Limited, 2014.

Biography

Hwi Chie Ho is an assistant professor in Industrial Engineering at Bina Nusantara Univeristy, and has been teaching and publishing researches associated with ergonomics, quality, and industrial psychology. She is a member of the Institute of Industrial Engineers (IIE), Human Factors and Ergonomics Society (HFES), and American Psychology Association (APA). She has also served as the faculty advisor of the newly established IIE BINUS University Student Chapter # 716 that has earned Gold Award in three consecutive years since the establishment.

Dyah Lestari Widaningrum is a fulltime lecturer in Industrial Engineering Department, at Bina Nusantara University.