

Predicting Safety Reporting Intentions in Aviation Safety Management: A Regression-Based Approach to Culture and Trust Factors

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ABSTRACT

Safety reporting is a crucial element in implementing the Safety Management System (SMS) in the aviation industry, particularly in airport operational environments. However, underreporting remains a significant challenge in detecting risks and preventing incidents. Previous studies have highlighted the importance of safety culture and trust in management as factors influencing reporting behavior; however, most studies remain descriptive and have not tested the predictive power of both variables simultaneously using an inferential statistical approach. This study fills this gap by applying a multiple linear regression model to examine the extent to which safety culture and trust in management can predict airport personnel's intention to report safety issues. Using a quantitative approach and cross-sectional survey design, data were collected from 150 respondents from various operational units at the airport. The results of the analysis show that both independent variables—safety culture and trust in management—have a positive and significant effect on safety reporting intention, both simultaneously and partially. Trust in management has a greater impact than safety culture, highlighting the importance of perceptions of managerial fairness and integrity in promoting reporting. This study makes a novel contribution to the aviation safety literature by providing strong empirical evidence on the combined role of culture and trust in shaping reporting behavior. The findings also provide practical implications that strategies for improving safety reporting should include strengthening safety culture and building trust-based relationships between management and personnel.

Keywords: Airport, Aviation Safety, Safety Culture, Sms, Safety Reporting, Trust In Management.

INTRODUCTION

Aviation safety is the most critical aspect of the global aviation industry. With the increasing operational complexity and dynamics of the aviation environment, preventing accidents and incidents must be a top priority (Murphy & Efthymiou, 2017). In this context, the Safety Management System (SMS) has been widely adopted by aviation organizations worldwide as a systematic framework for identifying hazards, managing risks, and continuously improving safety (Octavianie, 2020). One of the primary pillars of SMS is safety reporting, which enables personnel on the ground to report hazardous conditions, incidents, or near misses in a timely and accurate manner (Rizkina Aswia et al., 2022).

Airports are one of the vital facilities in the complex and dynamic air transportation system. As the central point of aviation activity, airports have a strategic role in ensuring the safety and smooth operation of aircraft and passengers (Yuniar et al., 2024). Various activities, such as ground traffic management, facility maintenance, safety

control, and coordination between stakeholders at the airport, must be carried out in an integrated and harmonious manner to avoid incidents that could endanger flight safety (Amren et al., 2022).

To improve safety, the implementation of a Safety Management System (SMS) at airports has become a primary requirement by civil aviation authorities in many countries. It is regulated by international standards such as ICAO Annex 19 (2018). One important component of SMS is a safety reporting system that enables personnel in the field, including those from airport management, airlines, and related service operators, to report incidents or potential hazards effectively (Amornpipat, 2020).

However, although the importance of safety reporting is widely recognized, the practice of low reporting or underreporting remains a significant challenge in various aviation organizations, including airports (Hendra et al., 2023). Factors that inhibit safety reporting are not only technical or procedural but are also greatly influenced by aspects of organizational culture and the trust that personnel have in management. In many cases, the fear of negative consequences, such as sanctions or social stigma, can reduce an employee's motivation to report safety incidents (Had et al., 2025).

Safety culture is a crucial dimension that reflects the values, norms, and behaviors related to safety within an organization (Abdullah, 2020). A strong and positive safety culture fosters open communication, non-punitive reporting, and the active involvement of all personnel in efforts to enhance safety (Dabir & Moshari, 2024). Previous research has shown that organizations with a good safety culture tend to have higher incident reporting rates, which can ultimately improve the effectiveness of the overall safety system (Tricarico et al., 2017).

Airport safety culture reflects attitudes, values, and practices that support reporting without fear of sanctions or negative stigma (Sorensen et al., 2011). This culture must be able to create a psychologically safe work environment where every individual feels valued and supported to actively participate in maintaining a safe environment. Unfortunately, in some airports, an immature safety culture persists, which raises concerns about the impact of reporting, including potential disciplinary sanctions or unfair treatment (Dong & Nguyen, 2025).

In addition to safety culture, trust in management is also a key factor that influences safety reporting intentions. Trust here refers to personnel's belief that management will handle reports reasonably, transparently, and without causing negative consequences for the reporter (Amalia, 2019). When this trust is strong, personnel feel psychologically safe to reveal problems or errors, so they are more likely to report incidents or potential hazards. Conversely, if trust is low, reporting tends to decrease due to fear and concern about unfair treatment (Faturachman et al., 2023).

Studies that combine these two factors—safety culture and trust—in the context of safety reporting intentions are still limited, especially those using quantitative approaches that can systematically measure the strength and direction of the influence between variables (Bisbey et al., 2021). Therefore, this study attempts to fill the gap by using a multiple linear regression approach to predict safety reporting intentions based on safety culture and trust variables. This approach is expected to provide a deeper understanding of the psychological and cultural mechanisms underlying safety reporting behavior in the aviation industry (van Elk & Yaden, 2022).

The results of this study are not only important for the development of aviation safety theory but also have significant practical implications for the management of aviation organizations. By understanding the factors that influence safety reporting intentions, management can design more effective intervention strategies to strengthen safety culture and build high trust, thereby increasing personnel's active participation in incident reporting and contributing to the improvement of overall aviation safety (Hadiyan & Dadan, 2024).

METHODOLOGY

Research Design

This study employs a quantitative approach with a correlational design and a cross-sectional survey design (Muthahharah & Inayanti Fatwa, 2022). The purpose of this study is to examine the predictive relationship between cultural factors and beliefs and individual intentions to report safety issues within the framework of the Safety Management System (SMS) in the aviation industry, particularly among airport personnel. The regression approach is used to identify and measure the extent to which independent variables (e.g., safety culture, trust in the organization, and management commitment) affect the dependent variable, namely the intention to report safety (Pasaribu et al., 2023).

Participants and Sampling

Participants in this study were airport personnel involved in operational and safety functions, including aviation security officers, ground handling officers, emergency service officers, and airport technicians. The sampling technique used was stratified purposive sampling, ensuring representation from various important operational areas (Komalasari et al., 2023). The minimum sample size was determined based on power analysis for multiple

linear regression, with an effect size of 0.15, power of 0.80, and a significance level (α) of 0.05, resulting in a minimum requirement of 92 respondents. However, to increase reliability and generalization, the final number of respondents collected was 150 people from various units at the airport.

Research Instruments

The main instrument used for data collection was a structured questionnaire adapted from validated international scales, including the ICAO Safety Management Manual (Doc 9859), the Civil Aviation Authority (CAA) Safety Culture Indicator, and the Safety Culture Assessment Toolkit (SCAT). The questionnaire consisted of Safety Culture Factors, Trust Factors, and Safety Reporting Intentions (Soleh et al., 2023).

All items used a 5-point Likert scale (1 = Strongly Disagree to 5 = Strongly Agree). The questionnaire was pre-tested (instrument pilot) on 30 aviation professionals to ensure clarity and reliability, with Cronbach's alpha values for all constructs above 0.7 indicating good internal consistency (Pfenninger & Neuser, 2019).

Data Analysis

Data analysis was performed using the Statistical Package for the Social Sciences (SPSS) software. Descriptive statistics were used to describe participant characteristics and general response patterns (Kaur et al., 2018). Before conducting inferential analysis, multiple linear regression assumptions were tested, including normality, multicollinearity, heteroscedasticity, and residual normality, all of which were met (Pfenninger & Neuser, 2019). Furthermore, standard multiple linear regression analysis was conducted to determine the extent to which cultural and trust factors can predict safety reporting intentions (Hayes & Montoya, 2017). The significance level was set at $\alpha = 0.05$.

Multiple linear regression analysis is a linear regression model with one continuous variable and k (two or more) independent variables (Wang et al., 2016). The collected data is processed using a multiple linear regression model. The multiple linear regression formula is as follows:

$$y = \beta_0 + \beta_1x_1 + \beta_2x_2 + \varepsilon$$

where: y = Safety Reporting Intention, x_1 = Safety Culture, x_2 = Trust in Management, β_0 = Constant, β_1 , β_2 = Regression Coefficient, ε = Error (Error).

The type of research conducted is experimental, aiming to investigate the effect of safety culture and trust within an organization on safety reporting among airport personnel. This study utilizes primary data, specifically data collected directly from relevant sources through the distribution of questionnaires. The research variables used are Safety Culture (X_1), Trust in Management (X_2), and Safety Reporting Intention (Y).

FINDINGS AND ANALYSIS RESULTS

Data Description

The description of the research variables includes the average (mean), standard Deviation, lowest data (minimum), and highest data (maximum) for the Safety Culture variable (X_1), Trust in Management (X_2), and Safety Reporting Intention (Y).

Table 1. Description of Research Variables

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Safety Culture	150	5	25	15.23	7.494
Trust in Management	150	5	25	14.63	6.978
Safety Reporting Intentions	150	5	25	17.47	5.756
Valid N (listwise)	150				

In Table 1, it can be seen that all variables have the same amount of data, namely 150, with three variables all having the lowest value of 5, while the maximum value of each variable is 25, the highest mean (average) in variable Y is 17.47 and the lowest in variable X_2 is 14.63. The highest standard Deviation in variable X_1 is 7.494, and the lowest standard Deviation in variable Y is 5.756.

Classical Assumption Test

Normality Test

The normality test aims to determine whether the residuals of the regression equation are typically distributed. The normality test is performed by examining the Normal P-P Plot graph.

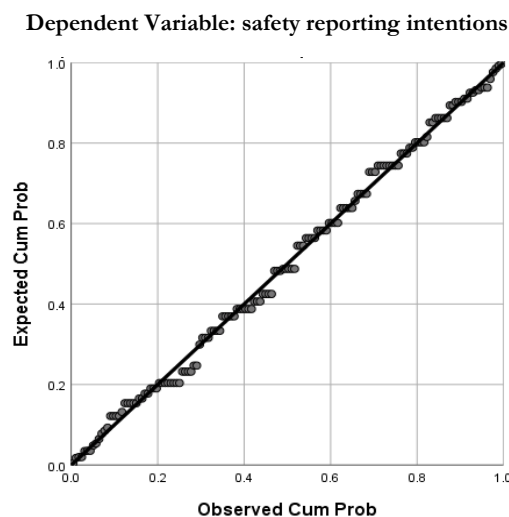


Figure 1. Normal P-P Residual Plot

In Figure 1, it can be seen that the points follow a straight line, indicating that the residuals of the regression equation are typically distributed. The weakness of the Normal P-P Plot lies in the distance of the points from the line, which depends on how the researcher describes the points.

Table 2. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		150
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.79983286
Most Extreme Differences	Absolute	.051
	Positive	.051
	Negative	-.043
Test Statistic		.051
Asymp. Sig. (2-tailed)		.200 ^{c,d}

If the significant value 0.200 is greater than 0.05, then the data is usually distributed.

Multicollinearity Test

The multicollinearity test is used to determine whether there is a correlation between independent variables in the regression equation. The multicollinearity test can be determined by looking at the Tolerance value > 0.1 or the opposite, namely the VIF value < 10 .

Table 3. Multicollinearity Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.014	.716		4.208	.000		
	Safety Culture	.361	.031	.469	11.701	.000	1.000	1.000
	Trust in Management	.612	.033	.742	18.500	.000	1.000	1.000
Dependent Variable: Safety Reporting Intentions								

In Table 3, it can be seen that the Tolerance value of the Safety Culture variable (X_1) and Trust in Management (X_2) both have VIF values <10 , namely $1,000 < 10$, which can be said that the two variables do not experience multicollinearity.

Heteroscedasticity Test

The heteroscedasticity test is used to see if there is a similarity of variance in the regression equation between one observation and another. The heteroscedasticity test is conducted by examining the Scatterplot graph.

In Figure 2, it can be seen that the points are spread out and do not follow a particular data pattern, indicating that the resulting regression equation does not exhibit heteroscedasticity.

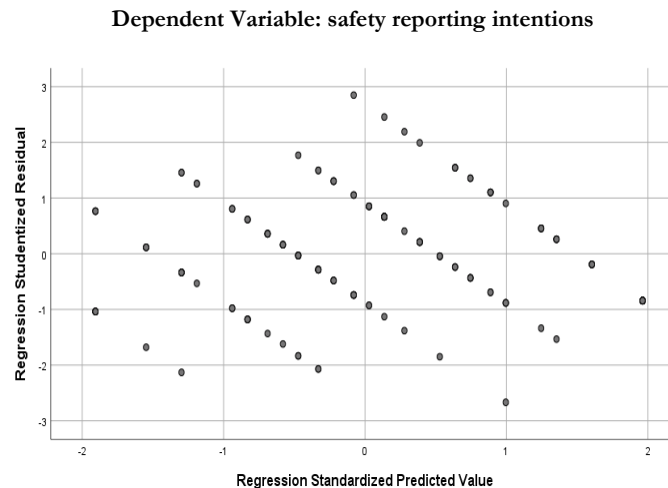


Figure 2. Scatterplot

Table 4. Heteroscedasticity test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.518	.418		6.029	.000
	Safety Culture	-.012	.018	-.057	-.694	.489
	Trust in Management	-.004	.019	-.018	-.222	.825
Dependent Variable: ABS_RES						

The table above shows that the significant value of X_1 is $0.489 > 0.05$, so there is no symptom of heteroscedasticity, and the significant value of X_2 is $0.825 > 0.05$, so there is no symptom of heteroscedasticity either.

Linearity Test

The purpose of conducting a linearity test in quantitative research is to determine whether a linear relationship exists between the independent and dependent variables (Wang et al., 2016). This Test is important because many statistical analysis techniques, such as linear regression, assume a linear relationship between variables (Hayes & Montoya, 2017).

Table 5. X_1 Linearity Test

			Sum of Squares	df	Mean Square	F	Sig.
Safety Reporting Intentions *	Between Groups	(Combined)	1184.853	4	296.213	11.446	.000
		Linearity	1049.778	1	1049.778	40.565	.000
		Deviation from Linearity	135.075	3	45.025	1.740	.161
Safety Culture	Within Groups		3752.480	145	25.879		
	Total		4937.333	149			

Table 5 shows that the Deviation from the Linearity, as indicated by the X_1 value, is 0.161, which is greater than 0.05; therefore, the data do not follow a linear regression model.

Table 6. X₂ Linearity Test

			Sum of Squares	df	Mean Square	F	Sig.
Safety Reporting Intentions *	Between Groups	(Combined)	2715.618	4	678.905	44.309	.000
		Linearity	2681.520	1	2681.520	175.009	.000
		Deviation from Linearity	34.098	3	11.366	.742	.529
Trust in Management	Within Groups		2221.715	145	15.322		
	Total		4937.333	149			

Meanwhile, in Table 6, it is evident that the Deviation from the Linearity X₂ value is 0.529, which is greater than 0.05; therefore, the data follow a linear regression model.

Hypothesis Test

Simultaneous Test (F)

The simultaneous Test (F) is used to determine whether there is a joint (simultaneous) influence between Safety Culture and Trust in Management on Safety Reporting Intention.

Table 7. Simultaneous F Test (F)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3769.313	2	1884.656	237.191	.000 ^b
	Residual	1168.021	147	7.946		
	Total	4937.333	149			
a. Dependent Variable: Safety Reporting Intentions						
b. Predictors: (Constant), Trust in Management, Safety Culture						

In Table 7, it can be seen that the sig value > 0.05 (0.000 < 0.05) means that *H*₀ is rejected, which can be concluded that there is a joint (simultaneous) influence between Safety Culture and Trust in Management on Safety Reporting Intentions.

Partial Test (t)

The Partial Test (t) is used to determine whether there is an influence between Safety Culture and Trust in Management on Safety Reporting Intentions.

Table 8. Partial Test (t)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.014	.716		4.208	.000
	Safety Culture	.361	.031	.469	11.701	.000
	Trust in Management	.612	.033	.742	18.500	.000
Dependent Variable: Safety Reporting Intentions						

In Table 8, it can be seen that Safety Culture has a sig. <0.05 (0.000 < 0.05), meaning that *H*₀ is rejected, which means that there is an influence between Safety Culture and Safety Reporting Intention. At the same time, Trust in Management has a sig. <0.05 (0.000 < 0.05), meaning that *H*₀ is rejected, which indicates that Trust in Management has a significant effect. <0.05 (0.000 < 0.05), meaning that there is an influence between Trust in Management and Safety Reporting Intention.

From the hypothesis testing above, the results of the regression coefficient values are presented in Table 9 below.

Table 9. Multiple Linear Regression Coefficients

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	3,014	0,716
	X ₁	0,361	0,031
	X ₂	0,612	0,033

In Table 9, the following multiple regression equation is formed:

$$y = \beta_0 + \beta_1 x_1 + \beta_2 x_2 + \varepsilon$$

$$y = 3.014 + 0.361x_1 + 0.612x_2 + \varepsilon$$

This equation shows that both Safety Culture (X_1) and Trust in Management (X_2) have a positive effect on Safety Reporting Intention (Y). Every one-unit increase in X_1 will increase Y by 0.361, while a one-unit increase in X_2 will increase Y by 0.612. The highest coefficient value is found in X_2 , which means that Trust in Management has a greater influence than Safety Culture in encouraging the intention to report.

DISCUSSION

The results of the analysis show that safety culture and Trust in Management have a significant effect on safety reporting intention simultaneously. This finding reinforces the understanding that safety reporting in the context of aviation safety management is not an isolated phenomenon but rather is influenced by organizational culture factors and the quality of the relationship between personnel and management (Akpa et al., 2021).

First, Safety Culture plays a key role in shaping individual attitudes and behaviors toward reporting incidents or unsafe conditions (Amornpipat, 2020). In organizations with a strong safety culture, individuals feel that safety is a top priority, so they are more motivated to report potentially dangerous events without fear of sanctions or stigma (Tear et al., 2020). A positive safety culture creates an open work environment, encourages two-way communication, and eliminates psychological barriers to reporting. This aligns with Reason's (2016) theory of Just Culture, which emphasizes the importance of a fair and transparent system in supporting safety reporting.

Second, Trust in Management is a determining factor in building reporting intentions. When personnel believe that management will respond to reports fairly, professionally, and without retaliation, they are more likely to have the courage and motivation to report (Nugraha, 2019). This trust encompasses the understanding that reports will be utilized to enhance the system rather than to penalize individuals. This finding aligns with the results of previous studies (Sari & Muslim, 2024), which have shown that trust in management plays a significant role in fostering a proactive reporting environment.

The simultaneous influence of these two variables suggests that strengthening one aspect alone is insufficient. To significantly increase safety reporting intentions, organizations must establish synergy between a strong safety culture and high trust in management. If one aspect is weak, the potential for safety reporting will decrease (Liu & Kim, 2025).

These findings have practical implications for safety managers in the aviation sector: efforts to improve reporting are insufficient if they are not accompanied by the formation of a positive safety culture and the strengthening of management integrity and openness (Fernández-Muñiz et al., 2007). The implementation of safety training programs, effective internal communication, and non-punitive policies need to be prioritized to encourage active participation in safety reporting (Faturachman et al., 2023).

CONCLUSIONS

This study shows that both safety culture and trust in management have a positive and significant influence on safety reporting intentions in airport environments. Multiple linear regression analysis confirms that both variables simultaneously and partially contribute to increasing personnel's intention to report incidents or potential hazards. According to the calculation results, trust in management has a greater influence than safety culture, confirming the importance of psychological relationships between personnel and management in creating a safe and fear-free reporting environment. Thus, increasing safety reporting can be achieved through strengthening a positive safety culture and developing high trust in management as part of an effective Safety Management System implementation strategy in the aviation sector.

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