INVESTIGATING THE INFLUENCE OF WORK SAFETY SCALE (WSS) ON SAFETY BEHAVIOUR: A STUDY AMONG EMPLOYEES OF A UTILITY COMPANY

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By:

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A thesis submitted to the College of Business in partial fulfillment of the requirements for the degree of Master of Science (Management),

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January 2011
DECLARATION

I declare that all the thesis work described in this dissertation was my own work (unless otherwise acknowledged in the text) and that none of the thesis work has been previously submitted for any academic Masters programmes. All sources of quoted information have been acknowledged through references.

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ABSTRACT

This study is to determine the influence of the five facets of Work Safety Scale (WSS) on compliance with safety behaviour among the employees of a utility company in Malaysia. The study was held as there were only limited studies on safety being carried out in utility industry. Trainings and awareness programs had been aggressively put into actions to get the staff's involvement and commitment over safety; yet there are still incidents and accidents occurring on safety issues. In addition, this study also investigates how the safety perception measurement contributes to the safety behavior among the employees in utility industry. A total of 110 questionnaires had been distributed to the sample chosen on the study consisting of five independent variables of Work Safety Scale that are: (a) job safety, (b) co-worker safety, (c) supervisor safety, (d) management safety practices and (e) satisfaction of the safety programme. All those independent variables later will be measured on the perception of workplace safety towards the compliance of safety behaviour as the determinants (dependent variable). Finally, the finding of the study presented that co-worker safety, supervisor safety, management safety practices and safety programmes are significantly related to compliance safety behaviour whilst job safety have no any intercorrelation to safety behaviour in the study.
ABSTRAK

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# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Chapter/Section</th>
<th>Content</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Declaration</td>
<td></td>
<td>ii</td>
</tr>
<tr>
<td>Certification Of project paper</td>
<td></td>
<td>iii</td>
</tr>
<tr>
<td>Permission to use</td>
<td></td>
<td>iv</td>
</tr>
<tr>
<td>Abstract</td>
<td></td>
<td>v</td>
</tr>
<tr>
<td>Acknowledgments</td>
<td></td>
<td>vii</td>
</tr>
<tr>
<td>Table of contents</td>
<td></td>
<td>viii</td>
</tr>
<tr>
<td>List of Table</td>
<td></td>
<td>x</td>
</tr>
<tr>
<td>List of Figure</td>
<td></td>
<td>xi</td>
</tr>
<tr>
<td><strong>CHAPTER 1</strong></td>
<td><strong>INTRODUCTION</strong></td>
<td></td>
</tr>
<tr>
<td>1.1</td>
<td>Background of the Study</td>
<td>1</td>
</tr>
<tr>
<td>1.2</td>
<td>Problem Statement</td>
<td>3</td>
</tr>
<tr>
<td>1.3</td>
<td>Research Question</td>
<td>9</td>
</tr>
<tr>
<td>1.4</td>
<td>Research Objectives</td>
<td>9</td>
</tr>
<tr>
<td>1.5</td>
<td>Significance of the Study</td>
<td>10</td>
</tr>
<tr>
<td><strong>CHAPTER 2</strong></td>
<td><strong>LITERATURE REVIEW</strong></td>
<td></td>
</tr>
<tr>
<td>2.1</td>
<td>Introduction</td>
<td>12</td>
</tr>
<tr>
<td>2.2</td>
<td>Empirical study on safety performance</td>
<td>12</td>
</tr>
<tr>
<td>2.3</td>
<td>The Relationship between Workplace Safety Scale (WSS) and Safety Performance.</td>
<td>20</td>
</tr>
<tr>
<td>2.3.1</td>
<td>Job Safety on Safety Performance</td>
<td>20</td>
</tr>
<tr>
<td>2.3.2</td>
<td>Co-worker on Safety Performance</td>
<td>23</td>
</tr>
<tr>
<td>2.3.3</td>
<td>Supervisor Safety on Safety Performance</td>
<td>24</td>
</tr>
<tr>
<td>2.3.4</td>
<td>Management Safety on Safety Performance</td>
<td>27</td>
</tr>
<tr>
<td>2.3.5</td>
<td>Satisfaction of Safety Programs on Safety Performance</td>
<td>28</td>
</tr>
<tr>
<td>2.4</td>
<td>Summary</td>
<td>30</td>
</tr>
<tr>
<td><strong>CHAPTER 3</strong></td>
<td><strong>METHODOLOGY</strong></td>
<td></td>
</tr>
<tr>
<td>3.1</td>
<td>Introduction</td>
<td>32</td>
</tr>
<tr>
<td>3.2</td>
<td>Theoretical Framework</td>
<td>32</td>
</tr>
<tr>
<td>3.3</td>
<td>Conceptual Definition</td>
<td>34</td>
</tr>
<tr>
<td>3.4</td>
<td>Operational Definition</td>
<td>34</td>
</tr>
<tr>
<td>3.4.1</td>
<td>Independent Variables</td>
<td>35</td>
</tr>
<tr>
<td>3.4.2</td>
<td>Dependent Variables</td>
<td>36</td>
</tr>
<tr>
<td>3.5</td>
<td>Instrument Scale</td>
<td>36</td>
</tr>
</tbody>
</table>
3.6 Population 37
3.7 Sampling 38
  3.7.1 Sampling Techniques 38
3.8 Unit of Analysis 39
3.9 Data Collection 39
  3.9.1 Data Collection Techniques
3.10 Translation 40
3.11 Pilot Test 41
3.12 Data Analysis 42
3.13 Summary 42

CHAPTER 4 RESULTS AND DISCUSSIONS

4.1 Introduction 43
4.2 Response Rate 43
4.3 Profile of Respondents 43
4.4 Reliability Analysis 46
4.5 Descriptive Statistics of Variables 47
4.6 Intercorrelations 48
4.7 Regression Analysis 50
4.8 Summary 51

CHAPTER 5 CONCLUSION & RECOMMENDATION

5.1 Introduction 52
5.2 Recapitulation of Results 52
5.3 Discussion 53
  5.3.1 Job safety with compliance safety behaviour 53
  5.3.2 Co-worker safety with compliance safety behaviour 53
  5.3.3 Supervisor safety with compliance safety behaviour 54
  5.3.4 Management safety practices with compliance safety behaviour 55
  5.3.5 Satisfaction of safety programmes with compliance safety behaviour 55
5.4 Implication 56
  5.4.1 Theoretical Implication
  5.4.2 Practical Implication
5.5 Limitation 57
5.6 Future Studies 58
5.7 Conclusion 59

REFERENCES 60
APPENDIX A: WSS of the five facets 65
APPENDIX B: The compliance safety behaviour 65
APPENDIX C: SPSS Output 73
<table>
<thead>
<tr>
<th>Section</th>
<th>Table Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.2</td>
<td>Tested Alphas of Variables – Pilot Study</td>
<td>41</td>
</tr>
<tr>
<td>4.1</td>
<td>Demographic Scale of Respondents</td>
<td>45</td>
</tr>
<tr>
<td>4.2</td>
<td>Reliability coefficients for each variable</td>
<td>46</td>
</tr>
<tr>
<td>4.3</td>
<td>Frequencies of Variables</td>
<td>47</td>
</tr>
<tr>
<td>4.4</td>
<td>Pearson correlation coefficients analysis results</td>
<td>49</td>
</tr>
<tr>
<td>4.5</td>
<td>Linear regression results</td>
<td>51</td>
</tr>
</tbody>
</table>
LIST OF FIGURE

3.1 Framework of the Study 33
CHAPTER 1

INTRODUCTION

1.1 Background of the study

Workplace safety is emerging as one of the key risk management and regulatory compliance focus areas among many global companies (Vredenburgh, 2002). It measures some important factors such as job safety, coworker safety, supervisor safety, management safety practices, compliance with safety behaviors and satisfaction with the safety programmed (Hayes, 1998). The current trend in modern technological society's emphasis safety conscious attitude on the part of employers of labour, individual employee, self employed, designers, importers, exporters suppliers and landlords (Adebiyi, 2007).

Studies demonstrate that between 5 percent and 15 percent of accidents are caused by inherent job hazards and 85 percent to 95 percent are caused due to what employers do or fail to do (Encarta, 1999; Darby, 2005). It is also reported that there exists immense correlated between safety and productivity; and cost and suffering (Williams, 1984; Duignan, 2003; Fayad et al., 2003; Inegbenebor & Olalekan, 2002). Although several approaches have been employed to safety performance evaluation, absolute safety for humans and property is still an illusion where factory machines and oil exploration facilities are still claiming human lives or limbs. In the USA, about 6,500 American workers die each year because of accidents (Encarta, 1999). National Safety Council (2004) also reported that on an average day, 14 people are killed and more than 10,400 people are disabled at work. Whereas, in UK, 1.6 million injury accidents and 27 million non-injury accidents are being recorded annually.
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