

**A STUDY TO INVESTIGTE THE INFLUENCE OF WORK SAFETY SCALE  
(WSS) ON COMPLIANCE WITH SAFETY BEHAVIOR AMONG FOREIGN  
WORKERS IN CONSTRUCTION INDUSTRY**

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**MASTER OF SCIENCE (OCCUPATIONAL SAFETY AND HEALTH)**

**UNIVERSITI UTARA MALAYSIA**

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**By**

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Thesis Submitted to the  
Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia,  
in Fulfillment of the Requirement for the Master of Science

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## **ABSTRACT**

There were limited studies on safety being carried out involving the foreign worker compared to local employees. Safety trainings and awareness programmes had been aggressively put into actions to get the staffs involvement and commitment over safety yet there are still incidents and accidents at construction site involving foreign workers. This study was conducted to determine the influence of the five facets of Work Safety Scale (WSS) on compliance with safety behavior among foreign worker and their perception on safety. A total of 278 guidance questionnaires were 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 and compliance safety behavior as the dependent variables. The result revealed the mean of WSS among the foreign workers are moderate with mean value is 3.016. Finally, the finding of the study also shows that job safety, co-worker safety, supervisor safety and management safety practices are significantly related to compliance safety behavior whilst safety programme have no any intercorrelation to safety behavior in this study.

## ABSTRAK

Kajian mengenai keselamatan dan kecelakaan yang melibatkan pekerja warga asing adalah sangat terhad berbanding dengan kajian keatas pekerja warga tempatan. Pelbagai latihan keselamatan serta program kesedaran keatas keselamatan telah diterapkan untuk mendapatkan penglibatan dan komitmen pekerja keatas keselamatan. Namun demikian, kejadian dan kemalangan di tempat pembinaan melibatkan perkerja asing masih terjadi. Kajian ini dijalankan untuk menentukan pengaruh lima faset dalam Skala Keselamatan Kerja (WSS) terhadap pematuhan tingkah laku keselamatan dan persepsi tentang keselamatan di kalangan pekerja warga asing. Sejumlah 278 borang kaji selidik panduan yang mengandungi lima pembolehubah Skala Keselamatan Kerja iaitu: (a) Keselamatan kerja, (b) keselamatan rakan sekerja, (c) keselamatan penyelia, (d) amalan keselamatan oleh pengurusan, (e) kepuasan program dan polisi keselamatan dan pematuhan tingkah laku keselamatan sebagai pemboleh ubah bersandar; telah diedarkan kepada sampel terpilih dalam kajian ini. Keputusan kajian menunjukkan min WSS di kalangan pekerja warga asing adalah pada tahap sederhana dengan nilai min 3.016. Penemuan dalam kajian ini menunjukkan keselamatan kerja, keselamatan rakan sekerja, keselamatan penyelia, dan amalan keselamatan oleh pengurusan nyata sekali berkait dengan pematuhan tingkah laku keselamatan manakala tiada saling korelasi diantara kepuasan program dan polisi keselamatan dan pematuhan tingkah laku keselamatan.

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## **LIST OF ABBREVIATION**

<b>WSS</b>	<b>Work Safety Scale</b>
<b>CBS</b>	<b>Compliance Safety Behavior</b>
<b>UNHCR</b>	<b>United Nation High Commission for Refugees</b>

# **CHAPTER 1**

## **INTRODUCTION**

### **1.1 Background of the study**

Several major industrial accidents such as nuclear disaster in Chernobyl in 1986 and released of Methyl Isocyanate in Bhopal in 1984 have changed the world perspective on safety and health at workplace. Now a day, public will have more awareness of these potential threat of industrial accidents and their own safety and health especially at workplace.

The occupational safety in high risk industry such as construction industry is a major concern because of its operations associated with different hazards, weather condition and different jobs during construction (Marshel, 1996). Because of these risks and hazards at workplace, Malaysia government has established Occupational Safety and Health Act 1994 which is a self regulation for employer, employee and self employed personnel to be responsible to on their own safety and health at workplace. The introduction to OSH Act 1994 have made all industries in Malaysia to identifying hazards, conducting risk assessment and controlling those risks

Takala (1999) has studied global estimates, based on reports to the International Labour Office, of fatal occupational accidents at work by region. In 1994, the total estimated number of fatal occupational accidents for the whole world was 335,000, which equated to an average estimated fatal occupational accident rate of 14.0 per 100,000 workers, a rate higher than that previously estimated. As would be expected,

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