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**EXAMINING THE IMPACT OF WORK SAFETY SCALE (WSS) AMONG
THE EMPLOYEES OF A SHIP BUILDING AND REPAIR COMPANY ON
THEIR COMPLIANCE WITH SAFETY BEHAVIOUR**

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By

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**Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
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ABSTRAK

Keselamatan dan kesihatan di tempat kerja adalah sesuatu isu yang memberi kesan kepada setiap industri. Walau bagaimanapun, di Malaysia statistik yang dilaporkan oleh Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) dan Pertubuhan Keselamatan Sosial (PERKESO) telah membuktikan, sektor pembuatan adalah industri yang sangat berbahaya kerana kadar kematian yang dilaporkan adalah yang tertinggi. Kebimbangan yang berkaitan dengan pematuhan keselamatan di tempat kerja di seluruh industri yang sentiasa menjadi topik perbincangan. Oleh itu, tujuan kajian ini adalah untuk menyiasat kesan-kesan Skala Keselamatan Kerja (SKK) ke atas pematuhan kelakuan selamat di kalangan kakitangan salah sebuah syarikat pembinaan dan pembaikan kapal. Kajian ini berlandaskan kepada lima pembolehubah tidak bersandar SKK yang telah dibangunkan oleh Hayes et al. (1998) iaitu keselamatan kerja, keselamatan rakan sekerja, keselamatan penyelia, keselamatan pihak pengurusan dan kepuasan dengan pengurusan program dan polisi keselamatan serta pembolehubah bersandar sebagai pematuhan kelakuan selamat. Sebanyak 217 borang soal selidik telah diedarkan di mana kadar maklum balas yang dicapai adalah 67%. Data yang dikumpul, dianalisis menggunakan perisian SPSS versi 17,0. Kajian ini mendedahkan bahawa keselamatan penyelia dan kepuasan dengan program dan polisi keselamatan mempunyai pengaruh yang positif dan penting dalam penentuan pematuhan kelakuan selamat. Faktor kepuasan dengan program dan polisi keselamatan telah mencatat pekali beta yang tertinggi iaitu ($\beta = 0,694$). Ini diikuti oleh faktor keselamatan penyelia ($\beta = 0,201$). Sebaliknya,

keselamatan kerja, keselamatan rakan sekerja dan keselamatan pihak pengurusan tidak mempengaruhi pematuhan kelakuan selamat.

ABSTRACT

Safety and health in the workplace is something that impacts every industry. However, in Malaysia statistics reported by the Department of Occupational Safety and Health (DOSH) and Social Security Organization (SOCSO) have proven, manufacturing sector to be a highly hazardous industry due to its reported fatality rates. Concern related to compliance with safety in the workplace across industries always been the important topic of discussion. Therefore the aim of this study is to investigate the impacts of the impact of Work Safety Scale (WSS) on compliance safety behaviour among the employees of a ship building and repair company. This study adapted the five independent variables in the WSS, which was developed by Hayes et al. (1998) namely job safety, co-worker safety, supervisor safety, management safety and safety program and policies as well as a dependent variable, compliance with safe behaviour. A total of 217 sets of questionnaires were distributed to respondents. This gave the rate of response about 67% and the data were analyzed using the SPSS software version 17.0. This study revealed that supervisor safety and satisfaction with safety programs and policies are positively and significantly related to compliance with safety behaviour. It was discovered that satisfaction with safety programs and policies had the highest beta co-efficiency ($\beta = 0.694$) which means this is the most crucial variable in influencing the compliance with safety behaviour. This was then followed by supervisor safety ($\beta = 0.201$). On the other hand, job safety, co-worker safety and management safety are not significantly related to compliance with safety behaviour.

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CHAPTER 1

INTRODUCTION

1.1 Background of the study

Safety is a major concern for organizations, as it is accompanied by a hefty price tag (Andrew Neal & Griffin, 2006). Over the years, a lot of attention has focused on the causes of occupational accidents (Haslam, et al., 2005). Hamalainen, Saarela and Takala (2009) have stated that many countries focus more on the prevention activities that cause occupational accidents than on work-related diseases. Every day, 6,300 people die as a result of occupational accidents or work-related diseases whereby more than 2.3 million deaths are reported per year. 317 million accidents occur on the job annually; many of these resulting in extended absences from work (ILO, 2012).

Managing safety and health is not only good for safety reasons. It also makes good business sense. If properly managed health and safety can result in saving vast amounts of money and consequently adding to the bottom line of the company. Some companies have already saved millions of pounds: E.ON which is one of UK's leading power and gas companies saved nearly 12 million in one year with its asbestos management strategy. Besides that, British Gas has saved nearly £2 million with its road-risk initiative and Astra Zeneca saved nearly £5 million with a focus on rehabilitation and health promotion ("Safety Matters," 2011). Ignoring safety can result in accident and ill-health which not only eat into the profits but can also go to

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