

**THE RELATIONSHIP BETWEEN SAFETY CLIMATE, EMPLOYEE HEALTH
AND JOB SATISFACTION**

By

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Thesis is submitted to College of Business in partial

fulfilment of the requirement for the degree of

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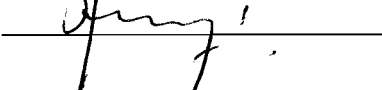
**RELATIONSHIP BETWEEN SAFETY CLIMATE, EMPLOYEE HEALTH AND JOB SATISFACTION AT
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ABSTRACT

The main objective of this study is to investigate the relationship between safety climate, employee health and job satisfaction. It assesses the job satisfaction level of the construction building workers. The data is analyzed using Correlation. Data were obtained through questionnaire survey at MRCB construction projects in Kuala Lumpur. There were only 150 sets of questionnaires in each company were gathered and used for subsequent analyses. The survey only conducted in three consultants department and the number of questionnaires limited to fifty per company. Provide additional evidence of construct validity. The result indicated that there is a significant relationship between safety climate and job satisfaction. The correlation that exists between safety climate and job satisfaction is positive and moderate. Using the statistical formula $r(104) = 0.425$, $p < 0.01$. The significant value is 0.006 where it is smaller than stated significant level 0.01. So, hypothesis null is failed to be accepted. Thus, it can be concluded that safety climate in the organization influence employee's job satisfaction. The correlation that exists between the employee health and job satisfaction is positive and moderate. Using the statistical formula $r(104) = 0.485$, $p < 0.01$. The significant value is 0.007 where it is smaller than stated significant level 0.01. So, hypothesis null is failed to be accepted. Thus, it can be concluded that employee health give impact to the job satisfaction. The relationship that exists between employee health and job satisfaction is positive and moderate. It means that, excellent management of employee health may give job satisfaction to the workers.

ABSTRAK

Objektif utama kajian ini adalah untuk mengenal pasti hubungan di antara keadaan persekitaran yang selamat, kesihatan pekerja dan kepuasan kerja. Data di kumpul daripada 150 orang pekerja dari tiga syarikat perunding dari tapak pembinaan MRCB Engineering Bhd. Data di analisis menggunakan Ujian Korelasi. Keputusan menunjukkan bahawa terdapat hubungan yang signifikan di antara keadaan persekitaran yang selamat dan kepuasan kerja. Kajian menunjukkan terdapat significant korelasi diantara tahap kepuasan kerja dengan keadaan persekitaran yang selamat dan kesihatan pekerja. Dengan menggunakan formula statistik $r(104) = 0.425$, $p < 0.01$, nilai signifikan 0.006 adalah kurang daripada 0.01. Oleh itu, hypotesis null gagal diterima. Dengan ini wujud perhubungan yang positif diantara keadaan persekitaran yang selamat dan tahap kepuasan kerja. Di samping itu, hubungan di antara tahap kepuasan kerja dengan dengan kesihatan pekerja dinilai dengan menggunakan formula statistik. Ia menunjukkan $r(104) = 0.485$, $p < 0.01$ dimana nilai signifikan ialah 0.007 dan lebih kecil daripada 0.01. Oleh itu, hypotesis null gagal diterima. Ini jelas menunjukkan bahawa kesihatan pekerja memberi mempengaruhi tahap kepuasan kerja.

CHAPTER 1

INTRODUCTION

1.1 Research Background

The construction industry is notorious for its poor safety record when compared with other industries. The major causes of accidents have been identified, and can be directly attributed to unsafe design and site practices. Accidents arise from different causes that can generally be classified as physical incidents posing hazardous situations, and behavioral incidents caused by unsafe acts (Kartam 1997). An underlying belief is that the majority of accidents are not caused by careless workers but by failure in control, which ultimately is the responsibility of management (Baxendale and Jones 2000). In recent years, there has been a movement away from safety measures purely based on retrospective data or “lagging indicators,” such as accident rates, toward so-called “leading indicators,” such as measurements of safety climate (Flin et al. 2000).

The shift of focus has been driven by the awareness that organizational, managerial, and human factors rather than purely technical failures are prime causes of accidents (Weick et al. 1999; Langford et al. 2000) uses the term “safety climate” to describe a construct that captures employees’ perceptions of the role that safety plays within the organization. It is regarded as a descriptive measure reflecting the workforce’s perception of, and attitudes toward, safety within the organizational atmosphere at a given point in time (Gonzalez-Roma et al. 1999). Accidents on a job site not only put in danger some employee's life, but also hurts the reputation of a company. The main task of a safety supervisor giving construction safety services to some company is not to make sure that an accident never happens and no one gets

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