

**THE INFLUENCE OF SAFETY CULTURE ON SAFETY  
PERFORMANCE: A CASE OF PERODUA**

**ROSLEY FAIZAL BIN ABD RASHID**

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## **Abstract**

The study was conducted to determine the influences of safety culture elements on safety performance of employees in Perodua. This survey was done among 52 respondents in a 2 divisions in Perodua Otomobil Kedua Sdn Bhd by using Kao et al. (2008) model that is “the modified International Atomic Energy Agency (IAEA)” and focusing on four out of eight elements that is commitment and support, training and competence, attitude and behaviour, and management system and organization. All the results of measurement were then being analysed statistically with descriptive frequencies on demography and, correlations and regression analysis. The findings indicated that three out of four IVs has moderate and positive relationship with safety performance. For demographic features there is none of them that is age group, position, gender and length of service show significant difference with safety performance. Further suggestions were discussed according to the findings to complete the conclusions and recommendations.

## **Abstrak**

Kajian in dijalankan bertujuan untuk menentukan pengaruh elemen budaya keselamatan terhadap prestasi keselamatan pekerja di Perodua. Kajian in dijalankan terhadap 52 orang responden di dua bahagian di Perodua Otomobil Kedua Sdn Bhd dengan menggunakan model Kao et al. (2008) iaitu “the modified International Atomic Energy Agency (IAEA)” yang menumpukan hanya empat dari lapan elemen yang iaitu komitmen dan sokongan, latihan dan kompeten, sikap dan tingkahlaku, dan sistem pengurusan dan organisasi. Kesemua keputusan kajian ini dicerna dengan menggunakan kaedah analisis statistic seperti perincian frekuensi untuk maklumat demografi serta analisis korelasi dan regresi. Penemuan daripada kajian ini ialah tiga daripada empat elemen IV menunjukkan hubungan yang sederhana dan positif terhadap prestasi keselamatan. Untuk maklumat demografi didapati tidak ada satu pun daripada kumpulan umur, jawatan, jantina dan lama tempoh perkhidmatan yang menunjukkan perbezaan yang signifikan dan ketara terhadap prestasi keselamatan. Cadangan kajian selanjutnya akan dibincangkan untuk pengemukaan penemuan dan kesimpulan bagi melengkapkan pengkajian ini.

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# **CHAPTER 1**

## **INTRODUCTION**

### **1.1 BACKGROUND OF THE STUDY**

Safety is a very difficult task to undertake. Every year the accidents are continuously happening and the numbers of accidents are still increasing. Safety and health at workplace is a global issue affecting all business around the world.

SOCISO reported that 63,423 out of 81,810 industrial accidents in Malaysia was accident in workplace on 2002 and it was an increasing trend compared to previous year (Sinar Harian, 29April, 2011). On 2010, there are 57,656 cases of industrial accident in Malaysia. SOCISO has paid RM 1.549 billion compensation cost to an injured worker on 2010 compared to RM1.354 billion on 2009.

Employee safety is costly. The direct and indirect costs related to the issue of safety among employee are obviously huge. A great amount of money was reported lost due to wages, workers' compensation, medical benefits and loss of working days. It is estimated that the lost working times because of injuries is about 5 times greater than the working time lost because of strikes (Jewel, 1998). The US Business Roundtable estimates that the direct and indirect costs of accidents in the US total over \$17 billion on an annual basis (Opfer, 1998). The Acting Commissioner for Labour for Hong Kong estimated that the total cost of day lost due to work related injuries to all employers in Hong Kong in 1998 was HK\$283 million (Occupational Safety and Health-Enhancement Forum 1999, p.5).

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