PREDICTORS OF SAFETY COMPLIANCE AMONG THE MANUFACTURING EMPLOYEES IN PENFABRIC MILL 4

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ABSTRACT

More than 2.3 million people in this world die every year because of fatal occupational accidents or work-related diseases. In Malaysia, there are about 50 thousand accidents reported every year and more than 12,000 people suffer from permanent disability and 1,200 people are killed in these accidents every year. Managing risks in an integrated way with the organization's operations has become increasingly important in recent years in order to prevent accidents and the firm's productivity, economic and financial results. Although the employer is responsible for the safety of his workers, the participation of workers is indispensable. One type of behavior that can have an effect on safety performance is safety compliance and adherence to organizational rules, regulations and procedures. This study attempts to determine the predictors of safety compliance in a multinational textile manufacturing organization located in Penang, Malaysia. This survey used questionnaire concerning the predictors of safety compliance in Penfabric Mill 4. A random sample of 243 was selected from the total workforce of 517 from 9 sections of the production. Data analyzed from this study revealed that Management Commitment, Workers' Participation, Safety Training, Safety Communication and Feedback, Safety Rules and Procedures and Safety Promotional Policies are factors that have significant correlation with Safety Compliance. Management Commitment, Safety Rules and Procedures and Safety Promotional Policies have significant influence towards the Safety Compliance. Safety Training, Safety Communication and Feedback and Workers' Participation do not have significant influence on Safety Compliance in this organization even though they have a significant correlation.

Keywords: Management Commitment, Workers' Participation, Safety Training, Safety Communication and Feedback, Safety Rules and Procedures and Safety Promotional Policies and Safety Compliance.

ABSTRAK

Lebih dari 2.3 juta orang di dalam dunia initerkorban setiap tahun akibat kemalangan industri serta penyakit yang disebabkan pekerjaan. Di Malaysia, didapati 50 ribu kemalangan industri yang dilaporkan setiap tahun dan daripada angka itu lebih daripada 12,000 orang terbabit dengan kehilangan upaya secara kekal manakala 1,200 orang pula kehilangan nyawa. Pengurusan risiko secara berintegrasi menjadi suatu keperluan yang penting pada masa kini demi mengelakkan kemalangan dan mengukuhkan produktiviti serta kedudukan kewangan sesuatu organisasi. Walaupun majikan bertanggungjawab terhadap keselamatan pekerja-pekerjanya, namum penglibatan dan kerjasama pekerja dalam hal keselamatan tidak boleh dinafikan. Salah satu tingkah laku yang mempengaruhi keselamatan adalah pematuhan terhadap peraturan serta prosedur keselamatan yang ditetapkan oleh organisasi. Kajian ini adalah bertujuan untuk meramal faktor-faktor yang mempengaruhi pematuhan terhadap keselamatan di sebuah kilang tekstil bertaraf antarabangsa di Pulau Pinang, Malaysia. Dalam kajian ini, borang kaji selidik mengenai kebarangkalian faktor-faktor yang mempengaruhi kepatuhan keselamatan di Penfabric Mill 4 digunakan. Satu sampel yang diambil secara rawak yang terdiri daripada 243 orang pekerja telah diambil dari jumlah keseluruhan 517 pekerja dari 9 bahagian pengeluaran. Hasil kajian menunjukan bahawa Komitmen Majikan, Penglibatan Pekerja, Latihan Keselamatan, Peraturan dan Prosedur Keselamatan, Komunikasi dan Maklumbalas Keselamatan dan Polisi Promosi Keselamatan mempunyai hubungan yang signifikan dengan Kepatuhan Keselamatan. Komitmen Majikan, Peraturan dan Prosedur Keselamatan dan Polisi Promosi Keselamatan mempunyai pengaruh yang signifikan terhadap kepatuhan keselamatan pekerja. Juga didapati Latihan Keselamatan, Komunikasi dan Maklumbalas Keselamatan dan Penglibatan Pekerja tidak mempunyai pengaruh yang signifikan terhadap Pematuhan Keselamatan di dalam organisasi ini walaupun terdapat korelasi yang signifikan.

Katakunci: Komitmen Majikan, Penglibatan Pekerja, Latihan Keselamatan, Komunikasi dan Maklumbalas Keselamatan, Peraturan dan Prosedur Keselamatan, Polisi Promosi Keselamatan dan Kepatuhan Keselamatan.

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TABLE OF CONTENTS

CHAPTER ONE: INTRODUCTION

CHAPTER TWO: LITERATURE REVIEW

CHAPTER THREE: METHODOLOGY

CHAPTER FOUR: RESULTS AND DISCUSSIONS

CHAPTER FIVE: CONCLUSION AND RECOMENDATION

APPENDICES

LIST OF TABLES

LIST OF FIGURES

CHAPTER ONE

INTRODUCTION

1.0 Background of the study

Safety Compliance is a behavior that can affect the performance of safety record in an organization. It is the employees' adherence to the rules, regulations and procedures set by their organization, even when not monitored by their employer (Podsakoff et al., 2000). Safety compliance is related to safety climate and also defined as a behavior of following the rules in main safety activities in the organization (Griffin & Neal, 2000). Mearns et al. (2001, 2003) found that accidents at individual level and also workplace level are significantly associated with non-compliance or safety violations.

Every year, the number of people who lose their life due to occupational accidents and diseases related to their work amounts to almost 2.3 million people. This amount comes to about 7,000 people who die every day due to occupational related causes and more than 960,000 workers get injured everyday at work places (Hamalainen, Saarela & Takala, 2009). In Malaysia, there are about 50 thousand accidents reported every year. More than 12,000 people suffer from permanent disability and 1200 people are killed in these accidents (PERKESO, 2011). In recent years, integration between risks management and the organization's operations is becoming important. This integration reduces the accident and at the same time improves the company's productivity and profitability (O'Toole, 2002). The responsibility of accident prevention solely belongs to the employer (Blair & Geller, 2000). Walters (2000) and Versen (1983) have asserted that the cooperation between employers and workers is very important and indispensable even though the

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