

**CONTRIBUTING FACTORS TOWARDS WORKPLACE ACCIDENTS
AMONG SMEs IN MALAYSIA**

By

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CHAPTER 1

INTRODUCTION

1.1 Chapter Outline

The Small and Medium Enterprises ('SMEs') continues to demonstrate its economic importance to the country. In year 2012, 97.3 per cent of the companies in operation in the country are SMEs. Acknowledging the importance of SMEs to the economic growth as well as its contribution in creating job opportunities to the people, a series of SMEs development programmes were organised annually to provide training and to enhance necessary skills in order to expand and grow the businesses. Besides, the ease of financing access also allows SMEs to exploit this advantage to ensure continuity of the business. (Kee, Effendi, Talib and Rani, 2011 and the SME Economic Census 2013)

The stable increases in SMEs never stop the increase in workplace accidents over the years. Since year 2008, the number of workplace accidents has never slowed down; an escalating trend in workplace accidents could be witnessed over the years from 54,988 workplace accidents in 2008 to 60,590 workplace accidents in 2012. Such high number of workplace accidents could not be

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APPENDIXES

A. Questionnaire



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OTHMAN YEOP ABDULLAH
GRADUATE SCHOOL OF BUSINESS

CONFIDENTIAL

Dear Respondent,

Appreciate if you could spend some time to complete this survey.

This survey is part of my research on “**Workplace Accidents among SMEs in Malaysia**”. This study is written with the aim to examine the reasons the high number of workplace accidents recorded in the SMEs in Malaysia if compared to a relatively lower number of workplace accidents reported by other developed countries. This study would be beneficial for the government to reassess the current organizational safety and health policy and procedures for businesses in Malaysia and make amendments as necessary to ensure that the acts or amendments that govern businesses in Malaysia in terms of

operational safety and health, are up to date. After knowing the causes to the escalating trend in number of workplace accidents, solutions could then be proposed to adhere to the worrying situation.

All information provided will be kept anonymous and strictly confidential and will only be used for the purpose of this academic research.

Thank you.

With best regards,

Nadia Bt Mohd Azam Na'ir

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Part A: Working Environment

Here are a number of characteristics that may or may not apply to you. You may use any of the numbers to show how strong your levels of agreement. There are no right or wrong answers – all we are interested in is a number that best shows your levels of agreement about the characteristics that applies to you.

1
2
3
4
5
Strongly Disagree Disagree Neutral Agree Strongly Agree

1.	My company has a set of safety rules and regulations.	1	2	3	4	5
2.	The safety rules and regulations in my company is up-to-date.	1	2	3	4	5
3.	The management will inform all the employees	1	2	3	4	5

	whenever there is an update in the safety rules and regulation.					
4.	Penalty will be imposed on employees who failed to follow safety measures.	1	2	3	4	5
5.	I often feel stress working in the company.	1	2	3	4	5
6.	It is difficult for me to stay alert as I feel I'm lack of sleep.	1	2	3	4	5
7.	I feel that the unsafe working environment is the main cause for workplace accidents to happen.	1	2	3	4	5

Part B: Employees Behaviour

Here are a number of characteristics that may or may not apply to you. You may use any of the numbers to show how strong your levels of agreement. There are no right or wrong answers - all we are interested in is a number that best shows your levels of agreement about the characteristics that applies to you.

1 2 3 4 5
 Strongly Disagree Disagree Neutral Agree Strongly Agree

1.	I feel that accidents do not just happen; accidents are caused by human factors such as negligence and recklessness.	1	2	3	4	5
2.	I do not feel that safety rules and regulations are important to follow.	1	2	3	4	5
3.	I am unaware of the safety rules and regulations.	1	2	3	4	5

4.	I know some employees who are working under the influence of alcohol or drug.	1	2	3	4	5
5.	I think that unsafe acts are the main cause of occurrence of workplace accidents.	1	2	3	4	5
6.	The Company allows me to report any unsafe acts observed.	1	2	3	4	5
7.	I am not afraid to report any unsafe acts committed by other employees.	1	2	3	4	5

Part C: Training

Here are a number of characteristics that may or may not apply to you. You may use any of the numbers to show how strong your levels of agreement. There are no right or wrong answers - all we are interested in is a number that best shows your levels of agreement about the characteristics that applies to you.

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

1.	I have attended training on safety rules and regulations before.	1	2	3	4	5
2.	My superior showed me all the safety measures.	1	2	3	4	5
3.	I am taught how to operate machines and what to be when I am around heavy duty machineries.	1	2	3	4	5
4.	I attended training on how to avoid hazards.	1	2	3	4	5

5.	I have no problem in communicating with my colleagues and superiors.	1	2	3	4	5
6.	I am allowed to attend training annually.	1	2	3	4	5
7.	I know exactly what to do if workplace accidents occurred.	1	2	3	4	5

Part D : Workplace Accidents in SMEs

Here are a number of characteristics that may or may not apply to you. You may use any of the numbers to show how strong your levels of agreement. There are no right or wrong answers – all we are interested in is a number that best shows your levels of agreement about the characteristics that applies to you.

1 2 3 4 5
 Strongly Disagree Disagree Neutral Agree Strongly Agree

1.	Unsafe working environment is the main reason for workplace accident to happen.	1	2	3	4	5
2.	Unsafe acts committed by employees are the main reason for workplace accidents to happen.	1	2	3	4	5
3	Lack of training is the main reason for workplace accidents to happen.	1	2	3	4	5
4	Lack of awareness on OSH practices is the main reason for workplace accidents to happen.	1	2	3	4	5
5	Lack of coordination activities is the main reason for workplace accidents to happen.	1	2	3	4	5

Part E: Demographic Information

The following questions are for statistical purpose only. They are to assist us in analysing the survey data:

- a) Gender Male Female
- b) Age Below 20
 21-30
 31-40
 41-50
 51-60
 Other: _____
- c) State Klang Valley
 Others: _____
- d) Service Sector Transport, Storage, and Communication
 Construction
 Restaurant and Hotel
 Others: _____
- e) Position Entry level employees
 Executive
 Senior Executive
 First Level Manager
 Mid-Level Manager
 High Level Manager
 Directors
 Owner
- f) Have you experienced any accidents in the workplace? Yes No

B. SPSS Output

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.451 ^a	.203	.196	.897

a. Predictors: (Constant), SumTR, SumWE, SumEB

b. Dependent Variable: SumWA

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	71.144	3	23.715	29.442	.000 ^a
	Residual	278.696	346	.805		
	Total	349.840	349			

a. Predictors: (Constant), SumTR, SumWE, SumEB

b. Dependent Variable: SumWA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.416	.268		5.282	.000
	SumWE	.092	.061	.083	1.495	.036
	SumEB	.228	.054	.233	4.204	.000
	SumTR	.318	.062	.266	5.150	.000

a. Dependent Variable: SumWA