

**HUBUNGAN ANTARA IKLIM KESELAMATAN DENGAN PRESTASI
KESELAMATAN PEKERJAAN: KAJIAN DI ILJTM LEMBAH KLANG**

OLEH

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Othman Yeop Abdullah Graduate School of Business,
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Bagi Memenuhi Keperluan Ijazah Sarjana Sains (Pengurusan)**



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Kertas Penyelidikan ini dikemukakan sebagai memenuhi keperluan pengurniaan Sarjana Sains (Pengurusan), Universiti Utara Malaysia (UUM). Saya dengan ini bersetuju membenarkan pihak perpustakaan Universiti Utara Malaysia mempamerkannya sebagai bahan rujukan umum. Saya juga bersetuju bahawa sebarang bentuk salinan sama ada secara keseluruhan atau sebahagian daripada Kertas Penyelidikan ini untuk tujuan akademik perlulah mendapat kebenaran daripada Penyelia Kertas Penyelidikan atau Dekan Othman Yeop Abdullah Graduate School of Business terlebih dahulu. Sebarang bentuk salinan dan cetakan bagi tujuan komersil adalah dilarang sama sekali tanpa kebenaran bertulis daripada penyelidik. Pernyataan rujukan kepada penulis dan Universiti Utara Malaysia perlulah dinyatakan jika rujukan terhadap Kertas Penyelidikan ini dilakukan.

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ABSTRAK

Kajian ini bertujuan untuk menentukan dan mengkaji hubungan antara iklim keselamatan pekerjaan dengan prestasi keselamatan pekerjaan di ILJTM Lembah Klang. Lima dimensi iklim keselamatan dalam kajian ini adalah sikap keselamatan, penglibatan pekerja, komitmen keselamatan pekerja, keselamatan rakan sekerja dan persepsi risiko. Bagi mencapai objektif kajian, sebanyak 140 set soal selidik telah diedarkan kepada kakitangan bahagian pengoperasian di tiga ILJTM Lembah Klang. Data kuantitatif diproses dengan menggunakan perisian *SPSS*. Ia melibatkan Analisa Statistik Deskriptif, Ujian Kebolehpercayaan dan Ujian Korelasi Pearson. Selain daripada itu, Ujian Regresi Berganda digunakan untuk menguji hipotesis kajian. Ujian Korelasi Pearson mendapati bahawa wujud hubungan positif antara hampir kesemua dimensi iklim keselamatan dengan prestasi keselamatan dan komponennya. Manakala, Ujian Regresi Berganda menunjukkan bahawa komitmen keselamatan pekerja dan persepsi risiko mempunyai hubungan yang signifikan dengan prestasi keselamatan dan komponennya. Sementara itu, hanya penglibatan pekerja dan keselamatan rakan sekerja mempunyai hubungan yang signifikan dengan penyertaan keselamatan. Dimensi iklim keselamatan yang lain iaitu sikap keselamatan tidak mempunyai hubungan yang signifikan dengan prestasi keselamatan dan komponennya. Akhir sekali, implikasi kajian turut dibincangkan serta memberikan cadangan untuk kajian masa hadapan.

Kata kunci: Iklim keselamatan; prestasi keselamatan; Institut Latihan Jabatan Tenaga Manusia

ABSTRACT

This study is intended to determine and examine the relationship between safety climate and safety performance of work in ILJTM Klang Valley. Five dimensions of safety climate in this study are safety attitude, employee involvement, employee safety commitment, co-worker safety and risk perception. To achieve the objectives of the study, a total of 140 sets of questionnaires were distributed to the operational department staffs in ILJTM Klang Valley. Quantitative data were analyzed using SPSS software. It includes Descriptive Statistics Analysis, Reliability Test and Pearson Correlation Test. In addition, Multiple Regression Test is used to test the hypotheses. Pearson Correlation Test found that there is a positive relationship between almost all safety climate dimensions and safety performance and its components. Whereas, Multiple Regression Test showed that employee safety commitment and risk perception are significantly related to safety performance and its components. Meanwhile, only employee involvement and co-worker safety have a significant relationship with safety participation. Other safety climate dimension namely safety attitude was not significantly related to safety performance and its components. Finally, the implications of this study and directions for future research were discussed.

Keywords: Safety climate; safety performance; Manpower Department Training Institute

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SENARAI SINGKATAN

ADTEC	Pusat Latihan Teknologi Tinggi
BKP	Bahagian Khidmat Pengurusan
DKM	Diploma Kemahiran Malaysia
ILA	Institut Latihan Awam
ILJTM	Institut Latihan Jabatan Tenaga Manusia
ILP	Institut Latihan Perindustrian
JkKKP	Jawatankuasa Keselamatan dan Kesihatan Pekerjaan
JKKP	Jabatan Keselamatan dan Kesihatan Pekerjaan
JMTI	Institut Teknologi Jepun-Malaysia
JTM	Jabatan Tenaga Manusia
PERKESO	Pertubuhan Keselamatan Sosial
PPD	Peralatan perlindungan diri
SKM	Sijil Kemahiran Malaysia

BAB 1

PENGENALAN

1.1 Latar Belakang Kajian

Kita berasa sebak apabila sering didedahkan dengan berita mengenai kemalangan di tempat kerja. Walaupun kadar kematian atau kecederaan akibat kemalangan pekerjaan tidaklah setinggi seperti kadar kehilangan nyawa yang disebabkan oleh kemalangan jalanraya, tetapi perkara ini tidak seharusnya dipandang enteng memandangkan mereka yang terlibat adalah merupakan modal insan yang menjadi penyumbang kepada pembangunan ekonomi dan jentera pentadbiran negara. Malangnya, kebanyakan kemalangan itu berlaku berulang kali seolah-olah langkah pencegahan tidak memberi kesan lantaran kita tidak mempelajari dan mengambil iktibar daripada kelemahan yang wujud. Lebih memburukkan lagi keadaan apabila terdapat sesetengah orang bersikap acuh tak acuh terhadap isu keselamatan pekerjaan dan menganggap kemalangan itu satu nasib atau surat takdir yang memang akan berlaku dan tidak dapat dielakkan.

Lazimnya, kemalangan pekerjaan terjadi disebabkan oleh beberapa faktor seperti pengetahuan yang sedikit, latihan yang tidak mencukupi, pengawasan yang tidak teratur dan penguatkuasaan yang tidak terurus dalam melaksanakan undang-undang dan peraturan. Kesilapan manusia biasanya mendorong kepada pengabaian, kecuaiannya, melakukan kerja secara semberono dan kurang pengawasan serta kawalan. Kesemua faktor ini membawa kepada kelemahan prestasi keselamatan dan meningkatnya kadar kemalangan (Tharaldsen, Mearns, & Knudsen, 2010). Justeru, banyak organisasi

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