MIDDLE-MANAGEMENT SUPPORT AND SAFETY TRAINING PROGRAM TOWARDS EMPLOYEES SAFETY BEHAVIOR IN THE MANUFACTURING ENVIRONMENT

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By

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ABSTRACT

Safety behavior among workers at workplace is the important in leading towards safety compliance and safety indicators at any organization. In this research study, the variables influence the safety behavior at workplace had been explored and analyzed. There are three independent variables are identified, they are demographic factor, middle-management support and safety training program and one dependent variable for this project paper which is safety behavior among employees at workplace. Total of 163 sample size has been taken from various level groups that consist of middle-management such as engineers and shift managers also lower level employees such as technicians, trainers and manufacturing specialist. Study survey has been conducted through random sampling. A total of 200 questionnaires had been distributed to the sample of choose on the study consist of three independent variables of employee safety behavior that are: a) middle management support, b) safety training program and c) demographic.

Quantitative survey has been used for this study. From regression analysis result shows that two (2) hypotheses supported with significant value less than 0.05 significant levels. The result concludes that middle-management support did not give a significant impact to the safety behavior among employees at workplace. However, the result concludes that safety training program did give a significant impact to the safety behavior among employees at workplace.

The finding of the study had proven that employee safety behavior is influenced by safety training programs held at workplace. In hypothesis two, the researcher found, the employee safety behavior will not increase with the support and commitment given by the middle level management. Researcher had also revealed that the safety training program had a positive relation with the middle management support. Therefore safety of employees is primary important at workplace.
ABSTRAK


Keputusan daripada analisa regression yang di jalankan terhadap hipotesis menunjukkan sebanyak dua hipotesis adalah bermakna dan diterima dengan nilai kurang dari 0.05. Kesimpulan daripada keputusan analisa menunjukkan sokongan daripada pihak majikan tidak dapat meningkatkan kesedaran terhadap gelagat keselamatan walaubagaimanapun program latihan keselamatan adalah bermakna untuk meningkatkan gelagat keselamatan ditempat kerja.

Daripada kajian telah dijalankan didapat bahawa gelagat individu dapat dipengaruhi oleh program latihan keselamatan yang dijalankan di tempat kerja. Penyelidik juga telah mendapat bahawa latihan keselamatan mempunyai hubungan yang positif dengan sokongan pengurusan pertengahan. Oleh itu keselamatan pekerja adalah sangat penting di tempat kerja.
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CHAPTER 1

INTRODUCTION

1.0 BACKGROUND OF THE STUDY

The behavior is motivated by its consequences, and thus behavior can be changed by controlling the events that follow behavior. But this principle of “control by consequences” does not sound as good as “control by positive thinking and free will”. Therefore, the scientific principles and procedures from behavioral science have been underappreciated and underused. (Geller, 1995).

Behavior is the act or action that being done by individual that can be observed by others. It is include what the person does or says to what he or she thinks feels or believes (Geller, 1995). The Psychology of Safety Handbook (Lewis Publishers), human behavior is the collection of behaviors exhibited by human beings and influenced by culture, attitudes, emotions, values, ethics, authority, rapport, hypnosis, persuasion, coercion and/or genetics. The behavior of people (and other organisms or even mechanisms) falls within a range with some behavior being common, some unusual, some acceptable, and some outside acceptable limits. In sociology, behavior is considered as having no meaning, being not directed at other people and thus is the most basic human action. The acceptability of behavior is evaluated relative to social norms and regulated by various means of social control.
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