

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

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PROGRAM TOWARDS EMPLOYEES SAFETY BEHAVIOR IN
THE MANUFACTURING ENVIRONMENT**

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

Gelagat keselamatan di kalangan pekerja di tempat kerja adalah penting bagi memastikan pematuhan keselamatan dan kemalangan keselamatan di sesebuah organisasi. Di dalam kajian ini sebanyak tiga pemboleh ubah bebas (IV) telah dikenal pasti iaitu sokongan daripada pihak majikan, demografi dan programme latihan keselamatan di tempat kerja. Manakala satu pemboleh ubah bergantung (DV) telah dikenal pasti iaitu gelagat keselamatan di kalangan pekerja di tempat kerja. Sebanyak 163 sampel telah diambil dari pelbagai jawatan termasuk pengurus, jurutera, pelatih, juruteknik sehingga ke operator pengeluaran. Sampel secara rawak telah diguna pakai di dalam kajian ini dan tinjauan melalui soalan kuantitatif telah di gunakan sepanjang kajian dijalankan. Sebanyak 200 soalan kajiselidik telah diedarkan kepada sample yang telah dipilih. Soalan kajiselidik ini mengandungi tiga komponen pembolehubah tidak bersandar dalam gelagat keselamatan dikalangan pekerja iaitu a) sokongan dari pihak majikan b) program latihan keselamatan dan c) kajian 'demographic'.

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 walaupun program latihan keselamatan adalah bermakna untuk meningkatkan gelagat keselamatan ditempat kerja.

Daripada kajian telah dijalankan didapati bahawa gelagat individu dapat dipengaruhi oleh program latihan keselamatan yang dijalankan di tempat kerja. Penyelidik juga telah mendapati 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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TABLE OF CONTENTS

Declaration	ii
Permission to use	iv
Abstract	v
Abstrak	vi
Acknowledgement	vii
Table of contents	viii - xi
Appendices	xi
List of tables	xii
List of figures	xiii

CHAPTER 1 INTRODUCTION

1.0	BACKGROUND OF THE STUDY	1 – 3
1.1	PROBLEM STATEMENT	3 – 10
1.2	RESEARCH QUESTION	10
1.3	RESERCH OBJECTIVES	10
1.4	SCOPE OF STUDY	11 – 12
1.5	SIGNIFICANCE OF STUDY	12
1.6	DIFINITION OF KEY TERMS	12 – 13
	1.6.2 Middle-management support	13
	1.6.3 Safety training program	13 - 14

CHAPTER 2 LITERATURE REVIEW

2.0	INTRODUCTION	15
2.1	DEFINITION AND CONCEPTUALLIZATION OF VARIABLES	15
	2.1.1 Management Support	15 – 18
	2.1.2 Safety Training Programs	19 – 21
	2.1.3 Demographic	21 – 22

2.1.4	Safety Behavior	22 – 23
2.2	UNDERPINNING THEORIES	23 – 24
2.2.1	Theories of Safety Behavior	24
2.2.1.1	Behavior Modification	
	Theory	24 – 26
2.2.1.1	Antecedents Trigger	
	Behavior	27
2.2.1.2	How Consequences	
	Drive Behavior	27 – 28
2.2.2	Theory Planned	
	Behavior	28
2.3	THEORETICAL FRAMEWORK	29 – 30
2.4	HYPOTHESIS DEVELOPMENT	30 – 31
2.5	CONCLUSION	31

CHAPTER 3 METHODOLOGY

3.0	INTRODUCTION	32
3.1	RESEARCH DESIGN	32
3.2	POPULATION AND SAMPLE	33 – 34
3.3	DATA COLLECTION	34 – 35
3.4	QUESTIONNAIRES DESIGN	35
3.4.1	Measurements	35 – 43
3.5	PILOT STUDY	44 – 45
3.6	DATA ANALYSIS TECHNIQUE	45
3.6.1	Data Screening	45 – 46
3.6.2	Reliability Analysis	46
3.6.3	Descriptive statistics	47
3.6.4	Hypothesis Testing	47
3.7	CONCLUSION	48

CHAPTER 4 RESEARCH FINDING

4.0	INTRODUCTION	49
4.1	RESPONDENT PROFILE	49
4.1.1	Middle-management Support	50
4.1.2	Safety Behavior	50
4.1.3	Safety Training Program	50 – 51
4.2	DESCRIPTIVE STATISTIC FOR ALL VARIABLES	51 -52
4.2.1	Demographic Analysis	52
4.2.2	Length of Service	53
4.2.3	Educational Level	53 – 54
4.2.4	Job Position for the respondents	54
4.3	INTERCORRELATION	55
4.3.1	Summary of Hypothesis	56
4.3.2	Multiple regressions	56 – 57
4.4	ANALYSIS OF JOB LEVEL TOWARDS SAFETY BEHAVIOUR	57 – 60
4.5	CONCLUSION	60 - 61

CHAPTER 5 DISCUSSION

5.0	INTRODUCTION	62
5.1.	RECAPITULATION OF RESULTS	62 – 63
5.2	DISCUSSION ON THE RESEARCH OBJECTIVES	63
5.2.2	Research objective to identify relationship in between the safety training programs and employee's safety behavior	64 – 66
5.2.4	Middle-management support and safety training programs towards the employee's safety behavior	67 – 67

5.2.5	Objective to determine whether there are any differences in employee's safety behavior based on demographic differences	67 – 68
5.3	IMPLICATION OF THE STUDY	68
5.3.1	Theoretical Implication	69
5.3.2	Practical Implication	70
5.4	LIMITATION OF THE STUDY	70 - 71
5.5	RECOMMENDATION	71 – 72
5.6	CONCLUSION	72 – 73

REFERENCES

Appendix A:	Research Questionnaires	79 – 88
Appendix B:	Research Gantt Plan	89
Appendix C:	SPSS Output	90 – 101

LIST OF TABLES

Table 1.1	Multi National Semi-conductor Company	
	Safety Indicators	7
Table 1.2	Company safety indicator ratio	8
Table 1.3	Multi National Semi-conductor Company	
	Minor injury Rate	8
Table 1.4	2012 company Incidents by Root Cause	9
Table 1.5	Table of questionnaires survey population	11
Table 2.0	ABC Model of Behavior	25
Table 2.1	Examples of ABC Analysis	26
Table 2.2	Type of Consequences	28
Table 3.1	Sample sizes of respondents	33
Table 3.2	Respondent's Demography	36 – 37
Table 3.3	Items management support	37 – 39
Table 3.4	Items safety training program	40 – 41
Table 3.5	Items Individual behavior	42 – 43
Table 3.6	Cronbach Alpha for the Pilot Study	45
Table 3.2	Reliability Scale	46
Table 4.1	Table of variables	51
Table 4.2	Descriptive Statistics for all variables	52
Table 4.3	Respondents length of service at workplace	53
Table 4.4	Respondents Educational Level at workplace	54
Table 4.5	Respondents Job Level at workplace	54
Table 4.6	Reliability coefficient for each variable	55
Table 4.7	Summary of Hypothesis Testing on Safety Behavior	56

Table 4.8	Multiple regressions	57
Table 4.9	Anova	58
Table 4.10	Multiple Comparisons	59 – 60

LIST OF FIGURE

Figure 2.1	Framework of the study	29
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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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