SAFETY MANAGEMENT PRACTICES TOWARDS SAFETY PERFORMANCE: A CASE STUDY IN A.P.S MEDICAL SDN. BHD.

By

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Project Paper Submitted to Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia, in Fulfilment of the Requirement for Master of Human Resource Management.
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ABSTRACT

There were limited studies carried out involving safety management practices and safety performance. Safety training and awareness programmes have been aggressively put into action to encourage employees’ involvement and commitment towards safety related matters yet there are still many incidents and accidents reported involving manufacturing companies. Safety management practices improve working conditions; positively influence employees’ attitudes and behaviours with regard to safety, thereby reducing accidents in workplace. This study measured employee perception on six safety management practices; management commitment, safety training, workers involvement in safety, safety communication and feedback, safety rules and procedures and safety promotion policies as the independent variables and its influences towards safety performance; safety knowledge, safety motivation, safety compliances and safety participation as dependent variables by conducting a survey using questionnaire among 60 employees of A.P.S Medical Sdn. Bhd, a single use medical disposable product manufacturer incorporated in Shah Alam, Selangor. The analysis using SPSS Version 17 software showed that some of the safety management practices have a strong and moderate relationship with the safety performance. Management commitment, Safety training, and workers involvement was safety management practice that strongly correlated and influences towards safety knowledge, safety motivation, safety compliances and safety participation. These findings provided valuable guidance for researchers and practitioners in indentifying the mechanisms by which they can improve safety at workplace.
ABSTRAK

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<tr>
<td>APS</td>
<td>A.P.S Medical Sdn. Bhd.</td>
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<tr>
<td>DOSH</td>
<td>Department of Occupational Safety and Health</td>
</tr>
<tr>
<td>ISO</td>
<td>International Organization for Standardization</td>
</tr>
<tr>
<td>MSOSH</td>
<td>Malaysian Society for Occupational Safety and Health</td>
</tr>
<tr>
<td>NIOSH</td>
<td>National Institute for Occupational Safety and Health</td>
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<tr>
<td>NPD</td>
<td>Non Permanent Disability</td>
</tr>
<tr>
<td>NSDC</td>
<td>National SME Development Council</td>
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<tr>
<td>OSH</td>
<td>Occupational Safety and Health</td>
</tr>
<tr>
<td>PD</td>
<td>Permanent Disability</td>
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<tr>
<td>PPE</td>
<td>Personnel Protective Equipment</td>
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<tr>
<td>R &amp; D</td>
<td>Research and Development</td>
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<td>SME</td>
<td>Small Medium Enterprises</td>
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CHAPTER ONE
INTRODUCTION

1.1 INTRODUCTION

The Occupational Safety and Health (OSH) movement has come a long way since the industrial revolution. Occupational safety and health management provides the legislative framework to secure the safety, health and welfare among all workforces and to protect others against risks to safety or health in connection with the activities of persons at work (Dessler, 2011).

In Malaysia, Occupational Safety and Health practices are not a new field; the practices have been started as early as 1878 before independence of our country. The Department of Occupational Safety and Health (DOSH) is mainly responsible for occupational safety and health practices in Malaysia. Besides, The National Institute for Occupational Safety and Health (NIOSH) is responsible for organising training; provide consultation service, examination, conducting Research and Development (R & D) and other activities related to Occupational Safety and Health. The Occupational Safety and Health 1994 governs occupational safety and health practices in Malaysia. The Act is a self regulation for employer, employee and self employed personnel to be responsible to on their own safety and health at workplace. The introduction of this act have made all industries in Malaysia to identifying hazards, conducting risk assessment and controlling those risk (DOSH, 2012).
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REFERENCES


W O Phoon & C N Ong, 1985, Occupational Health in Developing Countries in Asia. Tokyo, Japan: Seamic.
