

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

By

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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

Terdapat kajian yang terhad yang dijalankan melibatkan amalan-amalan pengurusan keselamatan dan prestasi keselamatan. Program-program latihan dan kesedaran keselamatan telah agresif beraksi untuk menggalakkan penglibatan dan komitmen terhadap keselamatan pekerja berkaitan perkara-perkara namun masih terdapat banyak insiden dan kemalangan dilaporkan melibatkan syarikat-syarikat pembuatan. Amalan pengurusan keselamatan memperbaiki syarat-syarat bekerja; mempengaruhi secara positif sikap dan tingkah-laku berkaitan dengan keselamatan, sekali gus mengurangkan kemalangan di tempat kerja pekerja. Kajian ini diukur persepsi pekerja terhadap enam amalan pengurusan keselamatan; komitmen pengurusan, latihan keselamatan, penglibatan pekerja dalam keselamatan, komunikasi dan maklumbalas keselamatan, peraturan-peraturan keselamatan dan prosedur dan dasar-dasar promosi keselamatan sebagai pembolehubah bebas dan pengaruh yang ke arah prestasi keselamatan; pengetahuan keselamatan, motivasi keselamatan, pematuhan keselamatan dan penyertaan keselamatan sebagai pembolehubah bersandar dengan menjalankan kaji selidik menggunakan soal-selidik antara 60 kakitangan A.P.S Medical Sdn. Bhd, pengeluar produk perubatan pakai buang yang diperbadankan di Shah Alam, Selangor. Analisis menggunakan perisian SPSS versi 17 menunjukkan sebahagian daripada amalan-amalan pengurusan keselamatan mempunyai hubungan yang kukuh dan sederhana dengan prestasi keselamatan. Komitmen pengurusan, latihan keselamatan, dan penglibatan pekerja-pekerja adalah amalan pengurusan keselamatan yang amat signifikan dan pengaruh ke arah pengetahuan keselamatan, motivasi keselamatan, pematuhan keselamatan dan penyertaan keselamatan. Penemuan ini memberi bimbingan yang berharga bagi para penyelidik dan pengamal dalam mengenal pasti mekanisme yang mana mereka boleh meningkatkan keselamatan di tempat kerja.

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LIST OF ABBREVIATION

| | |
|-------|-------------------------------------------------------|
| APS | A.P.S Medical Sdn. Bhd. |
| DOSH | Department of Occupational Safety and Health |
| ISO | International Organization for Standardization |
| MSOSH | Malaysian Society for Occupational Safety and Health |
| NIOSH | National Institute for Occupational Safety and Health |
| NPD | Non Permanent Disability |
| NSDC | National SME Development Council |
| OSH | Occupational Safety and Health |
| PD | Permanent Disability |
| PPE | Personnel Protective Equipment |
| R & D | Research and Development |
| SME | Small Medium Enterprises |

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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