

**EXAMINING FACTORS RELATED TO SAFETY BEHAVIOR IN  
MALAYSIAN MANUFACTURING INDUSTRY**

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MALAYSIAN MANUFACTURING INDUSTRY**

**By**

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## Abstract

This study examines the direct relationship between employee's conscientiousness, safety commitment, employee competency, perceived organizational support and safety behavior. A total of 300 questionnaires were distributed to participants who had agreed to participate in this study. However, only 150 questionnaire were returned and usable for further analyses. Hypotheses for direct effect were tested using multiple regression analyses. Results showed that only employee's conscientiousness, safety commitment, and perceived organizational support were significantly positively associated with safety behavior. Implications of the findings, potential limitations, and directions for future research are discussed.

**Keywords:** Safety behavior; Employee conscientiousness; Safety commitment; Employee competency; Perceived organizational support

## Abstrak

Kajian ini mengkaji hubungan langsung antara pekerja yang teliti, komitmen keselamatan, kecekapan pekerja, persepsi terhadap sokongan organisasi dan tingkahlaku keselamatan. Sebanyak 300 soal selidik telah diedarkan kepada peserta kajian yang telah bersetuju untuk terlibat dalam kajian ini. Namun begitu, hanya 150 soal selidik sahaja yang telah diterima semula dan boleh digunakan untuk analisis seterusnya. Hipotesis ke atas kesan langsung diuji menggunakan analisis regresi berganda. Dapatan kajian menunjukkan bahawa hanya pekerja yang teliti, komitmen keselamatan, dan persepsi terhadap sokongan organisasi mempunyai hubungan yang positif dengan tingkahlaku keselamatan. Implikasi dapatan kajian, limitasi dan cadangan kajian pada masa hadapan turut dibincangkan.

**Kata kunci:** Tingkahlaku Keselamatan; Pekerja yang teliti; Komitmen keselamatan; Kecekapan pekerja; Persepsi terhadap sokongan organisasi

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# **CHAPTER 1**

## **INTRODUCTION**

### **1.1 Background of Study**

A large body of existing empirical analysis on workplaces injuries focused on manufacturing and construction sites. This is due to the hazards and both sectors are found to be highly responsive to the business cycle, particularly in mature capitalist economies as well as those in transition towards industrialized economies (Davies, 2009). Rapid economic growth via industrialization has given not only significant impact in terms of income, quality of life but it has also resulted in increasing number of accident at workplace (Noor Aina, Wan Izatul, Mohd Shaladdin & Wan Abd Aziz, 2013).

Workplace accidents have huge implication for individuals, economic and their communities (Rihardson 2004). Total costs of occupational accidents and disease have been estimated at between 1 and 3 per cent of GDP in various countries; direct costs include compensation costs, costs associated with damage in the workplace and the costs of interruption of production. Indirect costs include the costs of livelihoods lost, income to dependents, and the cost associated with care-giving by families and the community (Leigh, Marrowitz, Bernstein & Landdrigan, 1992).

According to the International Labor Organization, it is estimated that every year about two million workers are killed due to work-related accidents and diseases, 270 million occupational accidents and 160 million work-related diseases are occurring (Soehod &

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