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**SAFETY MANAGEMENT PRACTICES AND SAFETY
BEHAVIOUR AMONG EMPLOYEES IN STEEL
FABRICATION CONSTRUCTION COMPANY**



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UUM
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**MASTER OF SCIENCE
(OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT)
UNIVERSITI UTARA MALAYSIA
2016**



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BEHAVIOUR AMONG EMPLOYEES IN STEEL FABRICATION
CONSTRUCTION COMPANY**

**COLLEGE OF BUSINESS
UNIVERSITI UTARA MALAYSIA (UUM)**



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**Dissertation submitted to
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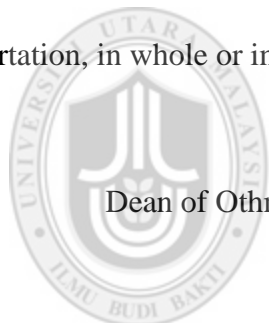
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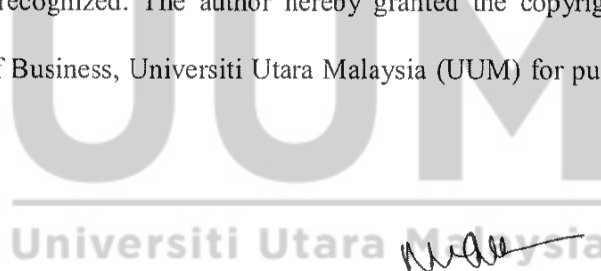
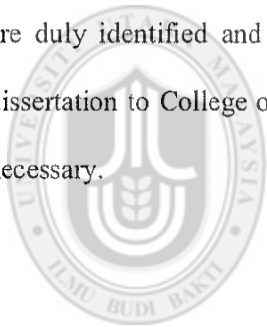
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ABSTRACT

Safety management practices play a vital role in reducing accident in the workplace by improving working conditions and positively influence both employers and employees attitudes and behavior towards safety and health. This study examined the perception of foreign employees in the steel fabrication construction company located in Shah Alam, Selangor on six management practices namely management commitment, safety training, workers' participation, safety communication and feedback, safety rules and procedures and safety promotion policies with safety compliance and safety participation by conducting a survey using questionnaires among 161 employees. The findings of this study revealed that management commitment, safety training, and safety rules and procedures are factors that have significant correlation with safety compliance. Meanwhile, among factors that have significance relationship between safety management practices with safety participation are safety training, safety rules and procedures and safety promotion policies. Safety training, and safety rules and procedures were identified as the safety management practices that supported both safety compliance and safety participation in this study. The findings provide valuable guidance for researchers and practitioners for identifying solutions that can improve safety and health at workplace.

Keywords: Management Commitment, Safety Training, Workers' Participation, Safety Communication and Feedback, Safety Rules and Procedures, Safety Promotion Policies, Safety Compliance and Safety Participation.

ABSTRAK

Amalan pengurusan keselamatan memainkan peranan yang amat penting dalam mengurangkan kadar kemalangan di tempat kerja dengan mempertingkatkan persekitaran kerja dan mempengaruhi kelakuan dan sikap majikan dan pekerja dalam aspek keselamatan dan kesihatan. Kajian ini adalah bertujuan untuk mengkaji persepsi pekerja asing di sebuah kilang pembinaan besi di Shah Alam, Selangor. Dalam kajian ini, enam faktor amalan pengurusan keselamatan seperti komitmen majikan, latihan keselamatan, penglibatan pekerja, komunikasi dan maklumbalas keselamatan, peraturan dan prosedur keselamatan dan polisi promosi dengan kepatuhan keselamatan dan penglibatan keselamatan telah dikaji menggunakan 161 pekerja. Hasil kajian menunjukkan komitmen majikan, latihan keselamatan dan peraturan dan prosedur keselamatan adalah antara faktor yang mempunyai pengaruh yang signifikan dengan kepatuhan keselamatan. Didapati latihan keselamatan, peraturan dan prosedur keselamatan dan polisi promosi keselamatan mempunyai pengaruh yang signifikan dengan penglibatan keselamatan. Hanya latihan keselamatan, dan peraturan dan prosedur keselamatan mempengaruhi kepatuhan keselamatan dan penglibatan keselamatan. Hasil kajian ini boleh dijadikan sebagai panduan kepada pengkaji dan pengamal untuk mencari penyelesaian yang dapat mempertingkatkan mutu keselamatan dan kesihatan di tempat kerja.

Katakunci: Komitmen Majikan, Latihan Keselamatan, Penglibatan Pekerja, Komunikasi dan Maklumbalas Keselamatan, Peraturan dan Prosedur Keselamatan, Polisi Promosi Keselamatan Kepatuhan Keselamatan dan Penglibatan Keselamatan.

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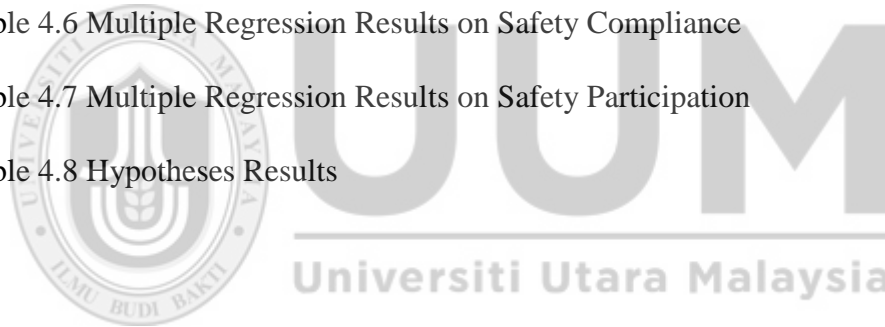
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LIST OF ABBREVIATIONS

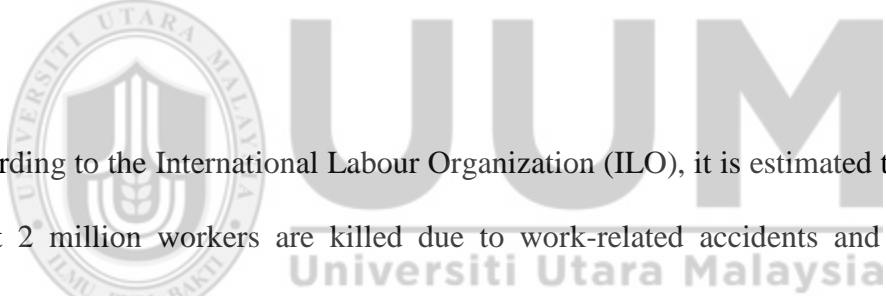
OSH	Occupational Safety and Health
ILO	International Labour Organization
OSHA 1994	Occupational Safety and Health Act 1994
SOCSSO	Social Security Organisation
S.O.P	Safe Operating Procedure
BBS	Behaviour Based Safety
FMA 1967	Factories and Machinery Act 1967
TPB	Theory of Planned Behaviour
PPE	Personal Protective Equipment
HR	Human Resources
ACM	Actively Caring Model
SME	Small Medium Enterprises
NIOSH	National Institute of Occupational Safety and Health
WHO	World Health Organization
SPSS	Statistical Package for The Social Science
JSA	Job Safety Analysis
EFA	Exploratory Factor Analysis

CHAPTER 1

INTRODUCTION

1.1 Background of the Study

Many organisations have begun to focus and include the Occupational Safety and Health (OSH) as one of the determinants for improving productivity and efficiency apart of emphasizing on quality for sustaining continuous existence. Rapid economic growth in Malaysia from industrialisation has given not only significant impact in terms of income distributions and quality of life, but it has also resulted in increasing number of accidents at workplace.



According to the International Labour Organization (ILO), it is estimated that every year about 2 million workers are killed due to work-related accidents and diseases, 270 million occupational accidents and 160 million work-related diseases are occurring (Noor Aina Amirah, Wan Izatul Asma, Mohd Shaladdin Muda & Wan Abd Aziz Wan Mohd Amin, 2013). Occupational safety and health, which is the discipline concerned with preserving and protecting human and facility resources in the workplace, is an important aspect in reducing risk at workplace.

The occupational safety and health in high risk industry such as construction industry is a major concern because of its operations associated with different hazards, weather condition and different jobs during construction (Szer, 2012). Because of these risks and

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