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

MARAN A/L KALIANNAN

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BY
MARAN A/L KALIANNAN
MATRIX NO: 817324

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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.

ABSTRAK


ACKNOWLEDGEMENT

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<td>ILO</td>
<td>International Labour Organization</td>
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<td>OSHA 1994</td>
<td>Occupational Safety and Health Act 1994</td>
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<tr>
<td>SOCSO</td>
<td>Social Security Organisation</td>
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<td>S.O.P</td>
<td>Safe Operating Procedure</td>
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<td>Theory of Planned Behaviour</td>
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<td>PPE</td>
<td>Personal Protective Equipment</td>
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<td>Human Resources</td>
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<td>ACM</td>
<td>Actively Caring Model</td>
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<td>SME</td>
<td>Small Medium Enterprises</td>
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<td>NIOSH</td>
<td>National Institute of Occupational Safety and Health</td>
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<td>WHO</td>
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<td>Statistical Package for The Social Science</td>
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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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