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**THE INFLUENCE OF SAFETY MANAGEMENT PRACTICES TOWARDS SAFETY  
PERFORMANCE AMONG INSURED PERSON IN COMMUTING ACCIDENT**

**By**

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## Abstract

Safety performance play the crucial role in safety management development at the workplace. It's also contribute the main indicator to the success of accident prevention programme. This study purposely to examine the relationship between safety performance with safety management practise. Theory plan behaviour was applied to develop conceptual framework. In this study safety management practise was independent variable and safety performance was dependent variable. While the safety motivation and employees' competency were mediating variable. Quantitative approach was applied in methodology of this study which involved 615 respondents among insured employees who involved in commuting accident. Regression analysis revealed that safety management practise, safety motivation, and employees' competency have positive relationship significantly with safety performance. Safety motivation and employees' competency was found mediated the relationship between safety management practice and safety performance. This study highlighted the organisation should give priority to improve their safety accident prevention programme by enhance employees' knowledge, skills and abilities. In addition, employees; characteristics should be taken into account during the development of safety training need analysis.

**Keywords:** Safety performance, safety management practise, safety motivation and employees' competency.

## Abstrak

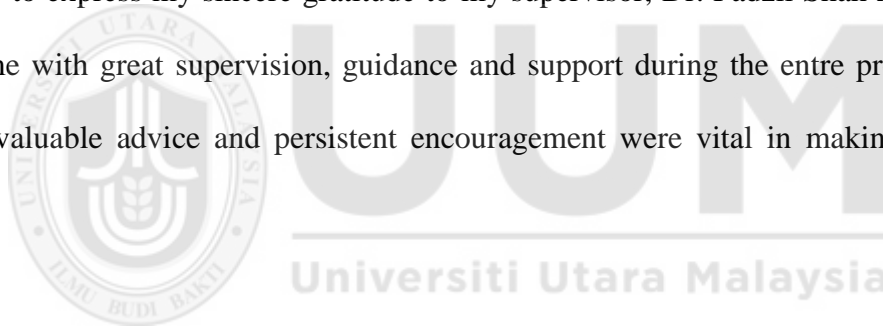
Prestasi keselamatan memainkan peranan penting dalam pembangunan pengurusan keselamatan di tempat kerja. Ia juga menyumbang dan menentukan kejayaan pelaksanaan program pencegahan kemalangan. Dalam kajian ini, teori perancangan gelagat (*Theory of Plan Behaviour*) telah digunakan sebagai asas pembentukan rangka konseptual. Seterusnya amalan pengurusan keselamatan adalah pemboleh ubah bebas manakala prestasi keselamatan merupakan pemboleh ubah bersandar. Disamping itu, motivasi keselamatan dan kompetensi pekerja adalah pemboleh ubah pengantara. Kaedah kuantitatif telah digunakan dalam kajian ini dengan melibatkan 615 responden di kalangan pekerja-pekerja yang berdaftar dengan PERKESO yang terlibat dalam kemalangan semasa ulang-alik ke tempat kerja. Analisa regresi menunjukkan amalan pengurusan keselamatan, motivasi keselamatan dan kompetensi pekerja mempunyai hubungan positif yang signifikan dengan prestasi keselamatan. Kajian ini telah menyarankan bahawa organisasi haruslah member keutamaan dalam meningkatkan program-program pencegahan keselamatan pekerja. Seterusnya, ciri-ciri pekerja haruslah diambil kira dalam proses melaksanakan analisa latihan keselamatan.

**Kata Kunci:** Amalan pengurusan keselamatan, prestasi keselamatan, motivasi keselamatan dan kompetensi pekerja.

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# CHAPTER 1

## INTRODUCTION

### 1.0 Introduction

Occupational safety issues become more complicated and dynamic due to various systems and operations has have been applied at workplace. According to Goetsch (2008) the application of new technologies and complicated operating systems will create the new hazard situation. Employees and employers should have more awareness of their potential hazard and threats at their workplace for the developing the safe environment. The goal of safety and health programme at the workplace totally to prevent accident and enhance safety performance. The safety culture and safety management practice play the crucial role to enhance safety performance (Griffin & Neal 2000, Zohar 2003, Goetsh 2010). Safety culture is explained through employees' attitude and employee behaviour in the workplace, which related to theirs' knowledge, skills and ability. It's also indirectly reflected the organizational safety goals and performance. The safety activities and accident prevention program need employees' and employers' commitment and involvement (Goetsch, 2010). Due to these potential hazards at the workplace, in February 1994, Malaysia government has been inaugurated the Occupational Safety and Health Act which is a compulsory application to all industries accept shipping and arm forces. (Occupational Safety & Health Act 1994.) Thus, the employers, employees and self-employed have theirs' own responsibilities and duties to prevent the accident at workplace.

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