

The copyright © of this thesis belongs to its rightful author and/or other copyright owner. Copies can be accessed and downloaded for non-commercial or learning purposes without any charge and permission. The thesis cannot be reproduced or quoted as a whole without the permission from its rightful owner. No alteration or changes in format is allowed without permission from its rightful owner.



**ELECTRICAL SAFETY PRACTICES:
THE CASE STUDY OF A UTILITY COMPANY IN MALAYSIA**

NUR HIDAYAH BINTI ABDUL RAHMAN



**MASTER OF SCIENCE
UNIVERSITI UTARA MALAYSIA
December, 2016**

**ELECTRICAL SAFETY PRACTICES:
THE CASE STUDY OF A UTILITY COMPANY IN MALAYSIA**

By

NUR HIDAYAH BINTI ABDUL RAHMAN



**Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
Universiti Utara Malaysia,
in Fulfillment of the Requirement for Degree of Master of Science**



**Pusat Pengajian Pengurusan
Perniagaan**

SCHOOL OF BUSINESS MANAGEMENT

Universiti Utara Malaysia

**PERAKUAN KERJA KERTAS PROJEK
(Certification of Project Paper)**

Saya, mengaku bertandatangan, memperakukan bahawa
(I, the undersigned, certified that)

NUR HIDAYAH BINTI ABDUL RAHMAN (809058)

Calon untuk Ijazah Sarjana

(Candidate for the degree of)

MASTER OF SCIENCE (OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT)

telah mengemukakan kertas projek yang bertajuk
(has presented his/her project paper of the following title)

ELECTRICAL SAFETY PRACTICES: THE CASE STUDY OF A UTILITY COMPANY IN MALAYSIA

Seperti yang tercatat di muka surat tajuk dan kulit kertas projek
(as it appears on the title page and front cover of the project paper)

Bahawa kertas projek tersebut boleh diterima dari segi bentuk serta kandungan dan meliputi bidang ilmu dengan memuaskan.

(that the project paper acceptable in the form and content and that a satisfactory knowledge of the field is covered by the project paper).

Nama Penyelia : **DR. JOHANIM BINTI JOHARI**

Tandatangan : _____

Tarikh : **23 OKTOBER 2016**

PERMISSION TO USE

In presenting this dissertation in partial fulfillment of the requirements for a postgraduate degree from Universiti Utara Malaysia (UUM), I agree that the University Library make it freely available for inspection. I further agree that permission for copying this dissertation in any manner, in whole or in part, for scholarly purposes may be granted by my supervisor or in her absence, by the Dean of Othman Yeop Abdullah Graduate School of Business. It is understood that any copying or publication or use of this dissertation or parts thereof for financial gain shall not be given to me and to Universiti Utara Malaysia (UUM) for any scholarly use which may be made of any material in my dissertation.

Request for permission to copy or to make other use of materials in this project paper in whole or in part should be addressed to:

Dean of Othman Yeop Abdullah Graduate School of Business
Universiti Utara Malaysia

06010 UUM Sintok

Kedah Darul Aman

ABSTRACT

The purpose of this study is to examine the implementation of electrical safety practices of a utility company in Malaysia, secondly to examine the importance roles and responsibilities of management level and employees in ensuring electrical safety at the workplace and also to identify factors contributing to effectiveness of electrical safety practices employed by the utility company. This utility company is chosen due to the fact that the employees are frequently exposed to the electricity risk, threat and hazard in the workplace or worksite. Data were collected by three (3) methods includes through interview session, documents collected and data from reliable online and offline sources. These data then were analyzed and presented in details, tables and figures.

Three (3) themes in electrical safety practices were developed in this study. The first theme is management commitment and employees' involvement, second theme is occupational safety and health (OSH) facilities and programs and lastly the third theme, safe work procedures. These themes had put the utility company in an inspiring level as a well established electricity provider across the nation.

Keywords: electrical safety practices, occupational safety and health (OSH), utility company.

ABSTRAK

Kajian ini adalah bertujuan untuk menyelidik pelaksanaan amalan kerja selamat di sebuah syarikat utiliti di Malaysia, keduanya adalah untuk menyelidik kepentingan peranan dan tanggungjawab pihak pengurusan dan pekerja dalam menjamin keselamatan elektrik di tempat kerja dan seterusnya untuk mengenalpasti faktor-faktor yang menyumbang pada keberkesanan amalan kerja selamat elektrik. Syarikat utiliti ini dipilih sebagai kawasan kajian kerana anggota kerjanya sering terdedah kepada risiko, bahaya dan hazard elektrik di tempat kerja. Data dikumpulkan melalui sesi temuramah, dokumen-dokumen yang dikumpulkan dan data yang diperolehi dari sumber yang sahif sama ada secara luar atau dalam talian. Kesemua data ini dianalisis dan dipersembahkan dalam bentuk penerangan, jadual, carta serta gambarajah.

Terdapat tiga tema utama dalam amalan keselamatan elektrik yang dikenalpasti di dalam kajian ini. Tema pertama ialah komitmen pihak pengurusan dan penglibatan pekerja. Tema kedua ialah kemudahan keselamatan dan kesihatan pekerjaan dan program yang disediakan oleh syarikat utility tersebut. Manakala tema ketiga ialah prosedur kerja selamat. Ketiga-tiga tema ini meletakkan syarikat utility tersebut di tahap yang mengagumkan sebagai syarikat pembekal elektrik di seluruh negara.

Kata Kunci: amalan kerja selamat elektrik, keselamatan dan kesihatan pekerjaan, syarikat utiliti

ACKNOWLEDGEMENT

In the name of Allah, most gracious, most merciful...

Alhamdulillah, praise to Allah and the most gratitude goes to Allah for his glorious love and blessings to all of us. Millions thank you to both of my parents and family, Abdul Rahman Bin Abdul Ghani and Rohaya Binti P.Kamal for their unconditional love and endless support.

Thank you to my dear supervisor, Dr. Johanim Bt. Johari for being helpful and understandable. Thank you to all my lecturers from the very beginning of this journey towards the end. Thank you to everyone at Othman Yeop Abdullah Graduate School of Business for being cooperative, helpful and friendly.

Next appreciation is to all my dearest classmates for their assistance and encouragement. As well as to the utility company's staff who had given full cooperation throughout my research.

Words cannot express the appreciation I felt. I am praying Allah will ease everyone path as how all of them has ease mine. InsyaAllah.

Thank you,
Nur Hidayah A.R,
UUM-NIOSH.

TABLE OF CONTENTS

TITLE PAGE.....	i
CERTIFICATION OF THESIS WORK.....	ii
PERMISSION TO USE.....	iii
ABSTRACT.....	iv
ABSTRAK.....	v
ACKNOWLEDGEMENT.....	vi
TABLE OF CONTENTS.....	vii
LIST OF TABLES.....	xi
LIST OF FIGURES.....	xii
LIST OF APPENDICES.....	xiii
CHAPTER 1 INTRODUCTION.....	1
1.0 Introduction.....	1
1.1 Research Background.....	6
1.2 Research Problem.....	9
1.3 Research Questions.....	12
1.4 Research Objectives.....	12
1.5 Scope of the Study.....	13
1.6 Summary and Organization of the Thesis.....	14
CHAPTER 2 LITERATURE REVIEW.....	16
2.0 Introduction.....	16
2.1 Definition of Key terms.....	16
2.1.1 Electricity.....	16
2.1.2 Electrical Hazards and Safety.....	19
2.1.3 Occupational Electrical Safety.....	21
2.1.4 Electrical Safety Management Systems.....	22
2.1.5 Safety and Health Committee.....	24

2.1.6 Electrical Safety Programs.....	27
2.1.7 Safety Culture.....	32
2.2 Overview of Health and Safety Legislation.....	35
2.3 Theory Related to Research.....	36
2.3.1 Bandura's Social Learning Theory.....	36
2.3.2 Behavioral-Based Safety (BBS)	38
2.4 Review of Previous Research Studies.....	40
2.4.1 Occupational Electrical Safety.....	40
2.4.2 Electrical Safety Management Systems.....	41
2.4.3 Safety Health Committee.....	42
2.4.4 Electrical Safety Programs.....	44
2.5 Summary.....	45
 CHAPTER 3 METHODOLOGY.....	46
3.0 Introduction.....	46
3.1 Research Design.....	48
3.2 Triangulation of Methods.....	48
3.3 The Sampling Procedure.....	49
3.3.1 The Population of the Study.....	49
3.3.2 The Sample of the Study.....	49
3.4 Development of Survey Instruments.....	51
3.4.1 Interview Questions Design.....	51
3.5 Pre-testing of Instruments.....	53
3.6 The Administration of the Survey Instrument.....	54
3.6.1 The Data Collection Procedures.....	54
3.7 Analysis of the Data.....	55
3.7.1 Inductive Thematic Analysis.....	55
3.8 Approval from Certain Organization.....	58
3.9 Summary.....	58

REFERENCES.....	89
APPENDICES.....	92



UUM
Universiti Utara Malaysia

LIST OF TABLES

Table 1.0	Effects of electrical current to human body	6
Table 1.1	Total and locations of electrical accidents cases 2002 to 2013	7
Table 2.0	Typical responses to current and voltage to human	20
Table 3.0	Five main issues in questionnaires	53
Table 4.0	Demographics of Respondents	61
Table 4.1	Respondents responses for theme 1	64
Table 4.2	Respondents responses for theme 2	68
Table 4.3	Respondents responses for theme 3	70



LIST OF FIGURES

Figure 1.0	Statistic of electrical accident cases in Malaysia 2002 to 2013	3
Figure 1.1	Total cases and locations of electrical accidents in Malaysia 2002 to 2013	4
Figure 1.2	Categories of electrical accident victims 2002 to 2010	8
Figure 1.3	Causes of electrical accident cases in Malaysia from 2002 to 2013	10
Figure 2.0	The main parts of an atom	17
Figure 2.1	The flow of electrons jumping from atom to atom created electric current	17
Figure 2.2	Flow of current in a material	18
Figure 2.3	The safety culture Malaysia model	33
Figure 3.0	Flow of research design for this study	47
Figure 3.1	Six phases of thematic analysis model by Braun & Clarke (2006)	56
Figure 4.0	Code hierarchy for theme 1	65
Figure 4.1	Code hierarchy for theme 2	69
Figure 4.2	Code hierarchy for theme 3	71
Figure 4.3	Three main themes	74
Figure 5.0	Accidents statistics in the utility company for Sept 2011 to Jun 2012	78
Figure 5.1	Research framework	84

LIST OF APPENDICES

Example of a questionnaire

94



UUM
Universiti Utara Malaysia

CHAPTER 1

INTRODUCTION

1.0 INTRODUCTION

Electric is defined as a form of energy while electricity is known as current which produced from the flows of negative charges of particles (electrons) current in which the flow of electrons created electrical charges whether static or dynamic (NIOSH, FYI NIOSH, 2011) and electric has been around for thousands years.

Electricity was initially recognized as hazard as early as 1870s since it can cause harm to people who are exposed to it. The very first risk known caused by electricity was fire because cases of fires has increased drastically when electricity were initially used for lighting and power and soon electrical shock and electrocution too were recognized causing from electricity hazard (National Safety Technology, 2009).

These hazardous exposures may exist through contact with an object as seemingly harmless as a broken light bulb to an energized overhead power-line. Electrical injuries signify a serious workplace health and safety issue because electricity presents at most

The contents of
the thesis is for
internal user
only

REFERENCES

- Albert, A., & Hallowell, M. R. (2013). Safety risk management for electrical transmission and distribution line construction. *Safety Science*, 51, 118-126. doi: <http://dx.doi.org/10.1016/j.ssci.2012.06.011>
- All About Electricity. (2002, May). Retrieved from: <http://science.jrank.org/kids/pages/230/All-About-Electricity.html>
- Bahari, S. F., & Clarke, S. (2013). Cross-validation of an employee safety climate model in Malaysia. *Journal of Safety Research*, 45, 1-6. doi: <http://dx.doi.org/10.1016/j.jsr.2012.12.003>
- Baker, T. L. (1994). *Doing Social Research*. New York, NY: McGraw-Hill Inc.
- Basiran, A., & Bahari, I. (2012). Quantitative Measurement of Occupational Safety and Health Management Systems Performance. *Occupational Safety & Health*, 9(2), 31-38. Retrieved from http://www.niosh.com.my/images/Journal/2012/Dec2012_vol.9_no.2-min.pdf
- Behavior Analyses Help People Work Safer. (2014, February). Retrieved from www.apa.org/action/resources/research-in-action/safer.aspx
- Boyatzis, R. E. (1998). *Transforming Qualitative Information: Thematic Analysis and Code development*. Sage Publication.
- Braun, V., & Clarke, V. (2006). Using thematic analysis in psychology. *Qualitative Research in Psychology*, 3(2), 77-101. doi: <http://dx.doi.org/10.1191/1478088706qp063oa>
- Casini, Vigil (1993). *Overview of Electrical Hazards*. Ohio: DHHS NIOSH Publication No. 98-131
- Cawley, J. C., & Homce, G. T. (2003). Occupational electrical injuries in the United States, 1992-1998 and recommendations for safety research. *Journal of Safety Research*, 34, 241-248. doi: 10.1016/S0022-4375(03)00028-8

- Chi, C.-f., Lin, Y.-y., & Ikhwan, M. (2012). Flow diagram analysis of electrical fatalities in construction industry. *Safety Science*, 50, 1205-1214. doi: 10.1016/j.ssci.2011.12.012
- Denzin, N. K. (1987). *Sociological Methods: A Sourcebook*. New York, NY: McGraw-Hill.
- De Vaus, D. A. (1993). *Surveys in Social Research (3rd Edn.)*. London: UCL Press
- Eastwood, K., Liggett, D., & Hesla, E. (2002). Electrical Safety Programs. *Industry Applications, IEEE Transactions*, 38(6), 1677-1681. doi: 10.1109/TIA.2002.805562
- Edwards, J. A. (1993). Principles and contrasting of discourse transcription. In *Talking Data: Transcription and Coding in Discourse Research* (pp. 4-28). New York: Lawrence Erlbaum Associates Inc. doi: 10.1111/b.9780631205968.2003.00018.x
- Energy Commission. (2012). *Laporan Prestasi Keselamatan Elektrik Negara*. Retrieved from, <http://www.st.gov.my/index.php/ms/component/k2/item/613-laporan-prestasi-keselamatan-elektrik-negara.html>
- Energy Commission. (2014). *Laporan Prestasi Keselamatan Elektrik Negara*. Retrieved from, <http://www.st.gov.my/index.php/ms/component/k2/item/613-laporan-prestasi-keselamatan-elektrik-negara.html>
- Frazier, C. B., Ludwig, T. D., Whitaker, B., & Roberts, D. S. (2013). A hierarchical factor analysis of a safety culture survey. *Journal of Safety Research*, 45, 15-28. doi: 10.1016/j.jsr.2012.10.015
- Geldart, S., Smith, C. A., Shannon, H. S., & Lohfeld, L. (2010). Organizational practices and workplace health and safety: A cross-sectional study in manufacturing companies. *Safety Science*, 48, 562-569. doi: 10.1016/j.ssci.2010.01.004
- Geller, E. S. (2001). *The Psychology of Safety Handbook*. Retrieved from <http://ebooks.rahnuma.org/management/Safety%20and%20management%20ebook>

s/Human%20factor/Psychology%20of%20Safety.pdf. doi:
10.1111/b.9780631205968.2003.00018.x

Geller, E. S. (2005). Behavior-based safety and occupational risk management. *Behavior modification*, 29(3), 539-562. doi: 10.1177/0145445504273287
doi:10.1.1.474.9863

Iskandar, R. H. (2011). *The relationship between human resource management practices and organizational culture towards organizational commitment: a case at Tenaga Nasional Berhad*. Sintok. Retrieved from,
http://etd.uum.edu.my/2755/2/1.Raja_Hang_Tuah.pdf

Kumar, R., Chelliah, T. D., Chelliah, M. K., & Mohd Amin, A. F. (2012). An Analysis on Safety Work Culture in Malaysian Manufacturing Industry. *BIONINFO Business Management*, 2(1), 11-15. Retrieved from,
http://www.bioinfopublication.org/files/articles/2_1_1_BIOINFO_BM.pdf

Lynch, B. (1996). Language program evaluation: Theory and practice. New York, NY: Cambridge University Press.

Madurasinghe, D. T. (2013, 10 3). Electrical Safety Program Implementation for Sri Lankan. Moratuwa, Sri Lanka. Retrieved from,
<http://independent.academia.edu/DulipTharakaMadurasinghe/Activity>

Malaysia Government. (1994). *Law of Malaysia Act 514: Occupational Safety and Health Act 1994*. Malaysia. Retrieved from
<http://www.dosh.gov.my/index.php/en/legislation/acts/23-02-occupational-safety-and-health-act-1994-act-514/file>

McLeod, S. A. (2011). *Bandura-Social Learning Theory*. Retrieved from
www.simplypsychology.org/bandura.html

Ministry of Human Resources. (2014). *Occupational Safety and Health Master Plan for Malaysia 2015 (OSH-MP 15)*. Putrajaya: Malaysia.

Mohla, McClung, & Rafferty. (1999). *Electrical Safety and Design*. IEEE-IAS Petroleum & Chemical Industry Committee Conference. Retrieved from
<http://ieeexplore.ieee.org/xpl/articleDetails.jsp?reload=true&arnumber=806455>.
doi: 10.1109/PCICON.1999.806455

National Safety Technology. (2009). *NFPA 70e Arc Flash/Electrical Safety*. Michigan: U.S.

NIOSH. (2009). *Electrical safety and Health for Electrical Trades: Student Manual*. DHHS (NIOSH) Publication No. 2009-113

NIOSH. (2011, September). Electrical Safety. *FYI NIOSH*, 9, 2. Retrieved from

NIOSH. (2012, June). News Updates NIOSH. *Safety and Health Committee Seminar: Are We Doing Enough?*, 5, 1-2. Retrieved from

Occupational Safety and Health Administration. (2008). *Electrical Safety in the Workplace*. Department of Labor. U.S. Retrieved from
https://www.osha.gov/dte/grant_materials/fy09/sh-18794-09/electrical_safety_manual.pdf.

Patton, M. Q. (1990). *Qualitative evaluation and research methods*. Retrieved from
<http://legacy.oise.utoronto.ca/research/field-centres/ross/ctl1014/Patton1990.pdf>

Patton, M. Q. (1999). Enhancing the Quality and Credibility of Qualitative Analysis. *HSR: Health Services Research*, 34, 1189-1208. Retrieved from
<http://www.ncbi.nlm.nih.gov/pubmed/10591279>.

Patton, M. Q. (2002). *Qualitative evaluation and research methods* (3rd Ed). Retrieved from <http://people.ucsc.edu/~ktellez/Patton2003.pdf>.

Stranks, J. (2006). *The A-Z of Health and Safety*. Retrieved from
http://johnjhaddad.weebly.com/uploads/2/5/2/0/2520519/a-z_health.pdf

Suzanne Kisnes & Virgil Casini, (1998). *Epidemiology of electrocution fatalities*. Ohio: DHHS NIOSH Publication No.98-131.

- Thye, Lee Lam (2012, October 20). Ensuring safety at the workplace. *The Star*, Retrieved from
http://www.niosh.com.my/images/news/2012/Ensuring_safety_at_the_workplace.pdf
- Times, N. S. (2012, December 19). Lam Thye: Workplace safety culture vital. *News Strait Times*, Retrieved from
<http://www.niosh.com.my/index.php/mediagallery/niosh-in-the-news/item/80-lam-thye-workplace-safety-culture-vital>
- Tulonen, T. (2010). *Electrical Accident Risks in Electrical Work*. Retrieved from
http://www.tukes.fi/Tiedostot/julkaisut/Electrical_Accident_Risks_in_Electrical_Work.pdf
- Virgil Casini.(1998). *Overview of electrical hazards*. Ohio: DHHS (NIOSH) Publication No.98-131. Retrieved from
- Whiting, M. A., & Bennett, C. J. (2003). *Best Practices in Corporate Safety and Health*. Retrieved from
https://www.osha.gov/dcsp/compliance_assistance/conf_board_report_2003.pdf.
- Williamson, A., & Feyer, A.-M. (1998). The Causes of Electrical Fatalities at Workplace. *Journal of Safety Research* , 29(3), 187-196.
- Wu, T.-C., Lin, C.-H., & Shiau, S.-Y. (2010). Predicting safety culture: The roles of employer, operations managers and safety professional. *Journal of Safety Research* , 41, 423-432. doi: 10.1016/j.jsr.2010.06.006