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**USING WORK SCALE SAFETY (WSS) TO
DETERMINE FACTORS INFLUENCING SAFETY
BEHAVIOR AMONG AUXILIARY POLICE**

**MOHD
FAHMI MD
RAADZI**

**USING WORK SCALE SAFETY (WSS) TO DETERMINE FACTORS
INFLUENCING SAFETY BEHAVIOR AMONG AUXILIARY
POLICE**

**MSc
(OSHM)
2017**



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UUM
Universiti Utara Malaysia

**MASTER OF SCIENCE (OCCUPATIONAL SAFETY
& HEALTH MANAGEMENT)
UNIVERSITI UTARA MALAYSIA
AUGUST 2017**

**USING WORK SCALE SAFETY (WSS) TO DETERMINE FACTORS
INFLUENCING SAFETY BEHAVIOR AMONG AUXILIARY POLICE**

By

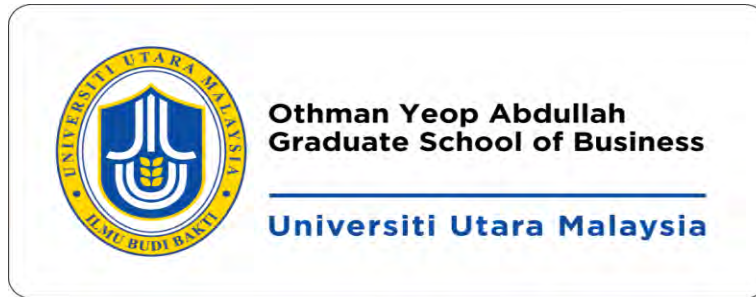
MOHD FAHMI BIN MD RADZI



UUM
Universiti Utara Malaysia

**Research Paper Submitted to
Othman Yeop Abdullah Graduate School of Business,
Universiti Utara Malaysia,
In Partial Fulfillment of the Requirement for the Master of Science
(Occupational Safety and Health Management)**

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ABSTRACT

Job safety is closely related to the behavior of an individual in carrying out the work done is closely related to productivity, reputation and profitability. Many of the factors that contribute to accidents at work and it should be given serious attention due to the study of the behavior of safety is the biggest contributor to accidents that happen in the industry. Objective study was conducted to determine the factors that affect the safety behavior among Auxiliary Police. More attention has been focused on the safety behavior among Auxiliary Police in compliance with the workplace safety than determining actual hazardous scope of work and finding effective measures to reduce accident at workplace. Analyzed may be applicable procedures and policies, co-worker safety, safety communication and management safety practices. All these variables will later be seen in the perception of safety in the workplace and the impact is found safety habits such as designated. Measurement tool used in this study is similar to the measurement work safety scale (WSS) tool that has been adopted by research published earlier researchers. A total of 155 respondents were randomly selected for the study sample that included four variables. Quantitative methods and sampling methods using availability sampling used was applied in this research. The data gathered from survey were using Statistical Package for Social Sciences (SPSS) version 20.0. Finally, the finding of the study presented that procedures and policies, co-worker safety, safety communication, management safety practices are significantly related with safety behavior among Auxiliary Police.

Keywords: Safety behavior, procedure and policy, co-worker safety, safety communication, management safety practices

ABSTRAK

Keselamatan pekerjaan banyak berkait rapat dengan tingkah laku seseorang individu dalam menjalankan kerja yang dibuat berkait rapat dengan produktiviti, reputasi dan keuntungan. Banyak faktor-faktor yang menyumbang kepada kemalangan di tempat kerja dan ia perlu diberi perhatian yang sewajarnya ekoran kajian terhadap tingkah laku keselamatan adalah penyumbang terbesar kes kemalangan yang berlaku dalam bidang industri. Objektif kajian ini adalah bertujuan untuk mengkaji factor-faktor yang mempengaruhi keselamatan Polis Bantuan. Dalam kajian ini, terdapat factor-faktor yang mempengaruhi dan dianalisis adalah berkenaan prosedur dan polisi, keselamatan rakan sekerja, komunikasi keselamatan dan amalan keselamatan oleh pengurusan. Semua pembolehubah ini kemudiannya akan dilihat pada persepsi keselamatan di tempat kerja dan pengaruhnya terhadap tabiat keselamatan seperti seperti yang ditetapkan. Alat pengukuran yang digunakan dalam kaji selidik skala keselamatan ini adalah sama dengan alat pengukuran yang telah diterima pakai oleh kajian-kajian yang diterbitkan penyelidik sebelum ini. Seramai 155 orang responden dipilih secara rawak untuk sampel kajian yang merangkumi empat pembolehubah. Kaedah kuantitatif dan kaedah persampelan telah digunakan dalam kajian ini untuk memperolehi butiran yang lebih terperinci. Data yang dikumpul dari kajian dianalisis dengan menggunakan Pakej Statistik Untuk Sains Sosial (SPSS) versi 20.0. Hasil kajian juga mendapati prosedur dan polisi, rakan sekerja, komunikasi keselamatan serta amalan pengurusan keselamatan mempunyai hubunganyang paling baik dalam mempengaruhi tabiat keselamatan warga Polis Bantuan.

Kata kunci: Tingkah laku keselamatan, prosedur dan polisi, komunikasi keselamatan, amalan pengurusan keselamatan, rakan sekerja keselamatan,

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I dedicate this study to my beloved Father and Mother who have been very patient in further studies. Although the duration of the study has taken much the time to settle, they have been there for me throughout me journey both financially and emotionally. I am really honored and grateful for all the advices given to excel in the worldly life and also hereafter.

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Mohd Fahmi Md Radzi

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LIST OF ABBREVIATION

AP	Auxiliary Police
CS	Co-workers Safety
DV	Dependent Variable
IV	Independent variable
MSP	Management Safety Practices
OSH	Occupational safety and health
OSHA	Occupational safety and health Act
SB	Safety Behavior
SC	Safety Communication
SOP	Standard Operation Procedure
SPSS	Statistical Package for the Social Science software
WSS	Work Safety Scale

CHAPTER 1

INTRODUCTION

1.1 Introduction

This chapter focuses on the background of study, problem statement, research objectives and research questions as well as the scope and limitations of the study. Specifically, this chapter will also explain the significance of the study, the definition of key terms and the organization of the thesis.

1.2 Background of the Study

Occupational safety and health (OSH) deal with different subjects but are mutually related to each other. Safety basically means no harm. Occupational safety focuses on the elimination of a situation or the possibility of causing harm or injury. Occupational health is a surveillance of worker's health and developing ways to prevent workers from sustaining injury that may impact the welfare as well as the worker's health at work. Safety hazards can injure a worker to the point that it may cause death in the workplace (Ivancevich, 1995). Some examples include unsafe equipment and machinery, presence of harmful material and lack of security systems. This may bring about irreversible injuries such as hearing loss, vision impairment, fractures among others. These hazards are a result of events that may build up slowly and eventually accumulating in the workplace (non-reversible), leading to a recession of workers' health.

The contents of
the thesis is for
internal user
only

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APPENDIX A





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Tuan/Puan:

Kajian Perilaku Keselamatan Di Kalangan Polis Bantuan

Tujuan surat ini adalah untuk mendapatkan keizinan tuan/puan untuk melibatkan diri dalam kajian yang berkaitan dengan kepatuhan perilaku keselamatan di tempat kerja. Kajian adalah untuk mengenal pasti faktor-faktor yang mempengaruhi perilaku tersebut. Maklumat ini berguna kepada penyelidik untuk menjalankan usaha-usaha mengurangkan kecederaan dan kemalangan di tempat kerja melibatkan Polis Bantuan.

Kami ingin mendapatkan kerjasama tuan/puan untuk mengisi borang soal selidik yang dikepilkan. Soal selidik ini hanya akan mengambil masa 15 minit untuk diisi. Walaupun kerjasama dan penglibatan tuan/puan amat bermakna buat penyelidikan ini, namun penglibatan tuan/puan dalam kajian ini adalah suka rela. Tuan/puan boleh menarik diri daripada kajian ini pada bila-bila masa.

Kami juga memberi jaminan bahawa identiti dan jawapan yang tuan/puan beri akan dirahsiakan. Semua jawapan yang kami kutip akan kami jumlahkan. Dengan itu, tuan/puan tidak perlu berasa gusar bahawa jawapan dan identiti tuan/puan akan terdedah. Sekiranya tuan/puan sanggup untuk melibatkan diri secara suka rela dengan kajian ini, kami memohon kerjasama tuan/puan untuk mengisi borang persetujuan penglibatan di bawah ini. Selepas borang ini ditandatangani, tuan/puan boleh terus mengisi soal selidik yang dilampirkan ini.

Kami mengucapkan berbanyak-banyak terima kasih atas kerjasama dan kesudian tuan/puan melibatkan diri dengan kajian ini. Sekian, terima kasih.

Yang benar

MOHD FAHMI MD RADZI

Section A: Demographic Information
Bahagian A: Maklumat Demografi

Circle your answer using the scale below
Sila Bulatkan pada ruangan yang mana sesuai.

1. Gender/ Jantina
 - a) Male/ Lelaki
 - b) Female / perempuan

2. Age/ Umur
 - a) 18-25 years old/ 18-25 tahun
 - b) 26-33 years old/ 26-33 tahun
 - c) 34-41 years old/ 34-41 tahun
 - d) 42-49 years old/ 42-49 tahun
 - e) 50-57 years old/ 50-57 tahun

3. Marital status/ Taraf perkahwinan
 - a) Single/ Bujang
 - b) Married/ Berkahwin
 - c) Others/ Lain-lain

4. Designation/ Pangkat
 - a) Constable/ Konstabel
 - b) Lans Copral/ Lans Koprak
 - c) Copral/ Koprak
 - d) Sargeant/ Sarjan
 - e) Sargeant Mejar-Sub Inspector/ Sarjan mejar- Sub inspector

5. Work location/ Lokasi tempat kerja
 - a) Post 1
 - b) Post 2
 - c) Public Visit/ Public visit
 - d) X-ray machine/ Mesin x-ray
 - e) Special area/ Kawasan khas

6. Intake/ pengambilan
- a) Intake 10th and below/ Pengambilan 10 ke bawah
 - b) Intake 11-15/ Pengambilan 11-15
 - c) Intake 16-20/ Pengambilan 16-20
 - d) Intake 21-25/ Pengambilan 21-25
 - e) Intake 26-30/ Pengambilan 26-30
7. Years of service/ tahun berkhidmat
- a) Below 5 years / 5 tahun ke bawah
 - b) 6-11 years/ 6-11 tahun
 - c) 12-17 years/ 12-17 tahun
 - d) 18-23 years/ 18-23 tahun
 - e) 24 and above/ 24 tahun ke atas



KAJI SELIDIK SKALA KESELAMATAN KERJA
(Work Safety Scale)

Section B: Procedures & Policies
Bahagian B: Prosedur & Polisi

Fikirkan tentang pekerjaan anda. Sejauh mana anda bersetuju atau tidak bersetuju sama ada setiap kenyataan di bawah menggambarkan kerja yang anda lakukan sekarang?

Bulatkan jawapan anda berpandukan skala di atas.

(Think about your job. To what extent you agree or disagree whether each statement below describes your job? **Circle** your answer using the scale below).

Sangat tidak setuju (Strongly disagree)	Tidak setuju (Disagree)	Berkecuali (Neither agree nor disagree)	Setuju (Agree)	Sangat setuju (Strongly agree)
1	2	3	4	5

1	Carrying out duty followed the Standard Operating Procedures is to ensure that Auxiliary police are understand about their job <i>Manjalankan tugas mengikut prosedur arahan tetap dapat memastikan anggota polis bantuan faham tentang tugas yang dijalankan</i>	1	2	3	4	5
2	The 30 th security quality objectives must be practice while performing job by Auxiliary Police to ensure that they followed the standard <i>30 perkara objektif kualiti keselamatan perlu di amalkan oleh anggota polis bantuan semasa menjalankan tugas untuk memastikan anggota mengikut standard yang di tetapkan</i>	1	2	3	4	5
3	'International Standard Operation' will help Auxiliary Police work more efficient <i>'International Standard Operation' dapat membantu anggota polis bantuan bekerja dengan lebih efisien</i>	1	2	3	4	5
4	Most policies that practiced in this organization are effective to increase the job responsibilities among Auxiliary Police <i>Kebanyakan polisi yang di amalkan di organisasi ini sangat efektif untuk meningkatkan tanggungjawab ketika bekerja di kalangan anggota polis bantuan</i>	1	2	3	4	5
5	The rules and regulation in this department can reduce the risk of incidents <i>Kaedah dan peraturan di jabatan ini dapat mengurangkan risiko kejadian yang tidak ingini</i>	1	2	3	4	5

Section C: Co-worker Safety

Bahagian C: Keselamatan Rakan Sekerja

Fikirkan tentang rakan sekerja anda. Sejauh mana anda bersetuju atau tidak bersetuju sama ada setiap kenyataan di bawah menggambarkan rakan sekerja anda? **Bulatkan** jawapan anda berpandukan skala di atas.

*(Think about the people you work with. To what extent you agree or disagree whether each statement below describes these people? **Circle** your answer using the scale below).*

Sangat tidak setuju (<i>Strongly disagree</i>)	Tidak setuju (<i>Disagree</i>)	Berkecuali (<i>Neither agree nor disagree</i>)	Setuju (<i>Agree</i>)	Sangat setuju (<i>Strongly agree</i>)
1	2	3	4	5

1	<i>Ignore safety rules</i> Mengabaikan peraturan keselamatan	1	2	3	4	5
2	<i>Don't care about others' safety</i> Tidak mempedulikan keselamatan orang lain	1	2	3	4	5
3	<i>Pay attention to safety rules</i> Memberi perhatian pada peraturan keselamatan	1	2	3	4	5
4	Mematuhi peraturan keselamatan (<i>My co-workers follow safety rules</i>)	1	2	3	4	5
5	<i>My co-workers look out for others' safety</i> Mengambil berat keselamatan orang lain	1	2	3	4	5
6	<i>Encourage others to be safe</i> Menggalakkan orang lain bekerja dengan selamat	1	2	3	4	5
7	Take chances with safety Tidak menitikberatkan soal keselamatan	1	2	3	4	5
8	<i>Keep work area clean</i> Memastikan tempat kerja bersih	1	2	3	4	5
9	<i>Safety-oriented</i> Berorientasikan keselamatan	1	2	3	4	5
10	<i>Don't pay attention at work</i> Tidak menumpukan perhatian semasa bekerja	1	2	3	4	5

Section D: Safety Communication
Bahagian D: Komunikasi Keselamatan

Fikirkan tentang komunikasi keselamatan di tempat anda. Sejauh mana anda bersetuju atau tidak bersetuju sama ada setiap kenyataan di bawah menggambarkan penyelia terdekat anda? **Bulatkan** jawapan anda berpandukan skala di atas.

(Think about your safety communication in workplace. To what extent you agree or disagree whether each statement below describes about safety communication? **Circle** your answer using the scale below).

Sangat tidak setuju (Strongly disagree)	Tidak setuju (Disagree)	Berkecuali (Neither agree nor disagree)	Setuju (Agree)	Sangat setuju (Strongly agree)
1	2	3	4	5

1	The management and employees communicate freely in safety issues Pihak pengurusan dan kakitangan berkomunikasi secara bebas dalam isu-isu keselamatan	1	2	3	4	5
2	The informal system of communication available in this company Sistem komunikasi yang tidak formal sedia ada dalam syarikat ini	1	2	3	4	5
3	The management and workers meet together to formulate behavior oriented safety goals 'Pihak pengurusan dan pekerja berkumpul bersama untuk merumuskan isu berorientasikan tingkah laku keselamatan	1	2	3	4	5
4	Safety and health hazard communicate delivered to employee Penyampaian komunikasi kepada pekerja mengenai bahaya keselamatan dan kesihatan	1	2	3	4	5
5	Safety communication is effective in this company Komunikasi keselamatan adalah berkesan dalam syarikat ini	1	2	3	4	5

Section E: Management Safety Practices

Bahagian E: Amalan Keselamatan oleh Pengurusan

Fikirkan tentang pihak pengurusan anda. Sejauh mana anda bersetuju atau tidak bersetuju sama ada setiap kenyataan di bawah menggambarkan pengurusan anda? **Bulatkan** jawapan anda berpandukan skala di atas.

(Think about your management. To what extent you agree or disagree whether each statement below describes your management? **Circle** your answer using the scale below).

Sangat tidak setuju (Strongly disagree)	Tidak setuju (Disagree)	Berkecuali (Neither agree nor disagree)	Setuju (Agree)	Sangat setuju (Strongly agree)
1	2	3	4	5

1	<i>Provide enough safety programs</i> Menyediakan program-program keselamatan yang mencukupi	1	2	3	4	5
2	<i>Conduct frequent safety inspections</i> Sering membuat pemeriksaan keselamatan	1	2	3	4	5
3	<i>Investigates safety problems quickly</i> Segera menyasat masalah keselamatan	1	2	3	4	5
4	<i>Rewards safe workers</i> Memberikan ganjaran kepada pekerja yang bekerja secara selamat	1	2	3	4	5
5	<i>Provides safe equipment</i> Menyediakan alat keselamatan	1	2	3	4	5
6	<i>Provide safe working conditions</i> Menyediakan tempat kerja yang selamat	1	2	3	4	5
7	<i>Respond quickly to safety concerns</i> Cepat bertindak balas terhadap perkara-pekerja yang berkaitan dengan keselamatan	1	2	3	4	5
8	<i>Helps maintain clean work area</i> Sentiasa membantu mengekalkan kebersihan tempat kerja	1	2	3	4	5
9	<i>Provides safety information</i> Menyediakan maklumat berkaitan keselamatan	1	2	3	4	5
10	<i>Keeps workers informed of hazards</i> Sentiasa mewartakan keadaan berbahaya kepada pekerja	1	2	3	4	5

Section F: Safety Behavior
Bahagian F: Perilaku Selamat

Fikirkan tentang tingkah laku keselamatan anda. Dengan menggunakan skala di bawah, sila **bulatkan** kenyataan yang paling memerihalkan anda.

(Think about your current job. Using the scale below, please **circle** the statement that best described you).

Tidak pernah (Never)	Jarang-jarang (Seldom)	Kadang kala (Sometimes)	Kerap kali (Often)	Selalu (Always)
1	2	3	4	5

1	(I overlook safety procedures in order to get job done more quickly). Saya terlepas pandang prosedur keselamatan agar tugas dapat diselesaikan dengan lebih cepat.	1	2	3	4	5
2	(I follow all safety procedures regardless of the situation I am in). Saya mematuhi segala prosedur keselamatan tanpa mengendahkan situasi yang sedang dihadapi.	1	2	3	4	5
3	(I handle all situations as if there is a possibility of having an accident). Saya menangani semua situasi dengan andaian kemalangan akan berlaku.	1	2	3	4	5
4	(I wear safety equipment required by practice). Saya menggunakan semua alat keselamatan seperti yang ditetapkan.	1	2	3	4	5
5	(I keep my work area clean). Saya memastikan kawasan tempat kerja bersih.	1	2	3	4	5
6	(I encourage co-workers to be safe). Saya menggalakkan rakan-rakan sekerja agar bekerja dengan selamat.	1	2	3	4	5
7	(I keep my work equipment in safe working condition). Saya memastikan semua peralatan kerja berada dalam keadaan selamat.	1	2	3	4	5
8	(I take shortcuts to safe working behaviours in order to get the job done faster). Saya tidak begitu mengendahkan perilaku selamat agar kerja dapat diselesaikan dengan segera.	1	2	3	4	5
9	(I do not follow safety rules that I think are unnecessary). Saya tidak mematuhi peraturan keselamatan yang saya rasa tidak perlu.	1	2	3	4	5

10	(I report safety problems to my supervisor when I see safety problem). Saya melapor kepada penyelia masalah keselamatan apabila saya menjumpainya	1	2	3	4	5
11	(I correct safety problems to ensure accidents will not occur). Saya membetulkan masalah keselamatan bagi memastikan kemalangan tidak berlaku.	1	2	3	4	5

**KAJI SELIDIK TAMAT (END OF QUESTIONNAIRE)
TERIMA KASIH (THANK YOU)**



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APPENDIX B





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"MUAFAKAT KEDAH"

Our Ref : UUM/UUMKL/P-39/133

Date : 13th March 2017

TO WHOM IT MAY CONCERN

COLLECTION OF DATA FOR RESEARCH PURPOSES

We are pleased to inform you that the following individual is UUM Kuala Lumpur student who is presently pursuing his Master of Science Occupational Safety and Health Management. He is required to collect data from your organization as a requirement for the BPMZ69912 Research Paper courses that he is pursuing this semester.

No.	Name	Matric No.	I/D No.
1.	Mohd Fahmi Bin Md Radzi	820092	850303055385

Please be informed that the data collected is purely for academic purposes and we assure you that all information or data will be kept strictly confidential.

We really appreciate your kindness and cooperation in the above matter.

Thank you.

"SCHOLARSHIP, VIRTUE AND SERVICE"

Sincerely yours,

DR. AHMAD RIZAL BIN MAZLAN

Director
 Universiti Utara Malaysia
 Kuala Lumpur (UUMKL)





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