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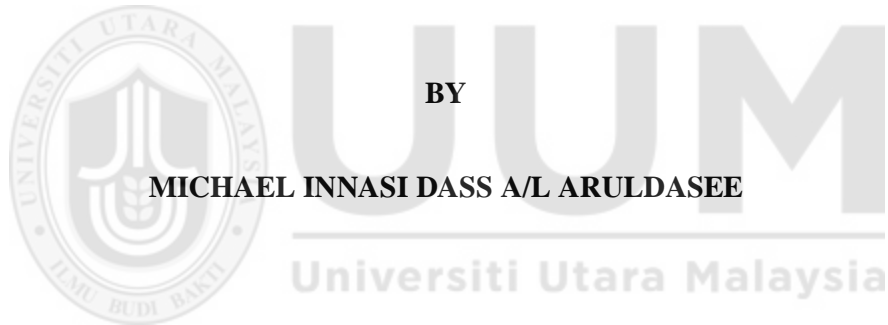
**SAFETY CITIZENSHIP BEHAVIOURS AMONG THE
EMPLOYEES IN MANUFACTURING COMPANY**



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

**SAFETY CITIZENSHIP BEHAVIOURS AMONG THE EMPLOYEES IN
MANUFACTURING COMPANY**

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



**Dissertation submitted to
Othman Yeop Abdullah Graduate School of Business
Universiti Utara Malaysia
In fulfilment of the requirement for the
Master of Sciences (Occupational Safety and Health Management)
July 2017**



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ABSTRACT

The purpose of this study to analysis influence of safety citizenship behaviour among the employees in the manufacturing organization. This study examined the perception of local and foreign employee in the manufacturing company located in Subang Jaya, Selangor on four safety performance variables safety knowledge, safety motivation, safety consciousness and safety-specific transformational leadership. A total of 110 questionnaire were distributed to the employees in the manufacturing company and only 100 set returned and usable. The findings of this study revealed that safety knowledge and safety consciousness have significant correlation with safety citizenship behaviour; while safety motivation and safety transformational leadership was not significant influence with safety citizenship behaviour. The findings in this study provide valuable guidance for researchers and practitioners for identifying solutions that can improve safety and health at manufacturing workplace.

Keywords: Safety Citizenship Behaviour, Safety Knowledge, Safety Motivation, Safety Consciousness, and Safety-Specific Transformational Leadership

ABSTRAK

Tujuan kajian ini untuk menganalisis pengaruh tingkah laku kewarganegaraan keselamatan di kalangan pekerja di organisasi pembuatan. Meneliti persepsi pekerja tempatan dan asing di syarikat perkilangan yang terletak di Subang Jaya, Selangor pada empat pemboleh ubah prestasi keselamatan iaitu pengetahuan keselamatan, motivasi keselamatan, kesedaran keselamatan dan kepimpinan transformasi khusus keselamatan. Sebanyak 110 soal selidik diedarkan kepada pekerja di syarikat perkilangan dan hanya 100 set yang dikembalikan dan boleh digunakan. Penemuan kajian ini mendedahkan bahawa pengetahuan keselamatan dan kesedaran keselamatan mempunyai hubungan yang signifikan dengan tingkah laku keselamatan negara; Manakala motivasi keselamatan dan kepimpinan transformasi keselamatan tidak berpengaruh signifikan dengan tingkah laku warganegara keselamatan. Penemuan dalam kajian ini memberi panduan berharga bagi penyelidik dan pengamal untuk mengenal pasti penyelesaian yang dapat meningkatkan keselamatan dan kesihatan di tempat kerja pembuatan.

Katakunci: Tingkah laku Kewarganegaraan Keselamatan, Pengetahuan Keselamatan, Motivasi Keselamatan, Kesedaran Keselamatan dan Kepimpinan Transformasi Khusus Keselamatan

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CONTENTS

TITLE	PAGE
CERTIFICATION OF DISSERTATION	i
PERMISION TO USE	ii
DISCLAIMER	iii
ABSTRACT	iv
ABSTRACK	v
ACKNOWLEDGEMENT	vi
CONTENT	vii
LIST OF TABLE	x
LIST OF FIGURE	xi
LIST OF ABBREVIATIONS	xiii
CHAPTER 1 INTRODUCTION	
1.1 Background of the study	1
1.2 Problem Statement	4
1.3 Research Objectives	7
1.4 Research Questions	7
1.5 Significance of the study	8

CHAPTER 2 LITERATURE REVIEW

2.1	Introduction	10
2.2	Empirical Study on Safety Citizenship Behaviour	10
2.3	Relationship between Safety Knowledge and Safety Citizenship Behaviour	14
2.4	Relationship between Safety Motivation and Safety Citizenship Behaviour	15
2.5	Relationship between Safety Consciousness and Safety Citizenship Behaviour	18
2.6	Relationship between Safety-Specific Transformational Leadership and Safety Citizenship Behaviour	19
2.7	Summary	21

CHAPTER 3 RESEARCH METHODOLOGY

3.1	Introduction	22
3.2	Theoretical Framework	22
3.3	Conceptual or Operational Definitions	23
3.4	Measurement of Variables or Instrumentations	24
3.5	Hypotheses Statement	25
3.6	Research and Design	26
3.7	Sampling and Sampling Procedure	26
3.8	Measurement of variables	27
3.9	Data Collection	28
3.10	Data Analysis	29
3.11	Pilot Study	30
3.12	Summary	31

CHAPTER 4 RESULTS AND DISCUSSION	
4.1 Introduction	32
4.2 Response Rate	32
4.3 Respondents Profile	33
4.4 Reliability Analysis	37
4.5 Descriptive Analysis	38
4.6 Pearson Correlation Analysis	39
4.7 Hypotheses Testing	41
4.8 Summary	43
CHAPTER 5 DISCUSSION, RECOMMENDATION AND CONCLUSION	46
5.1 Introduction	44
5.2 Recapitulation of Findings	44
5.3 Discussion	45
5.3.1 <i>Safety Knowledge and Safety Citizenship Behaviour</i>	45
5.3.2 <i>Safety Motivation and Safety Citizenship Behaviour</i>	47
5.3.3 <i>Safety Consciousness and Safety Citizenship Behaviour</i>	48
5.3.4 <i>Safety-Specific Transformational Leadership and Safety Citizenship Behaviour</i>	49
5.4 Implications	51
5.4.1 <i>Theoretical Implications</i>	51
5.4.2 <i>Practical Implications</i>	52
5.5 Limitations and Suggestions for Future Research	53
5.6 Conclusions	54
REFERENCES	56
APPENDIX A	63
APPENDIX B	70

LIST OF TABLES

Table 1.1	Accidents Contributed by the Manufacturing in Malaysia	3
Table 3.1	Cronbach's Alpha Measures	30
Table 3.2	Reliability Analysis Result for Pilot Testing	31
Table 4.1	Response Rate	33
Table 4.2	Demographic Characteristic of the Respondents	35
Table 4.3	Reliability Analysis Before and After Items Deleted	38
Table 4.4	Descriptive Statistics for Main Variables	39
Table 4.5	Pearson Correlation Analysis	40
Table 4.6	Multiple Regression Results On Safety Citizenship Behaviour	41
Table 4.7	Hypotheses Results	43
Table 5.1	DuPont Bradley Curves	50

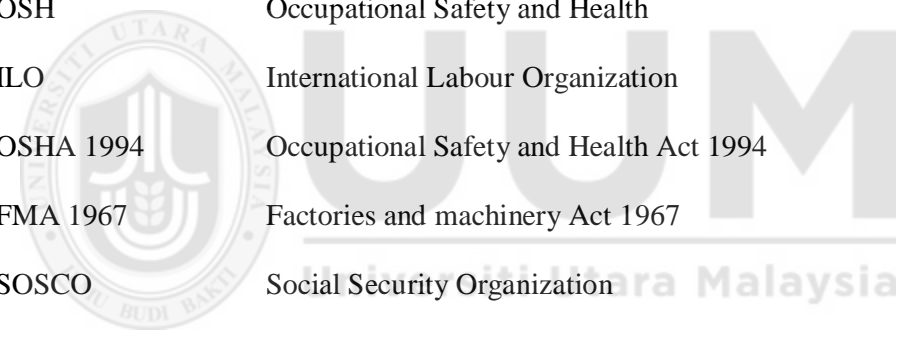
LIST OF FIGURES

Figure 3.1 Theoretical Framework

22



LIST OF ABBREVIATIONS



OSH	Occupational Safety and Health
ILO	International Labour Organization
OSHA 1994	Occupational Safety and Health Act 1994
FMA 1967	Factories and machinery Act 1967
SOSCO	Social Security Organization
DOSH	Department of Occupational Safety and Health
NIOSH	National Institute of Occupational Safety and Health
WHO	World Health Organization
SPSS	Statistical Package for the Social Science
SCB	Safety Citizenship Behaviour
SK	Safety Knowledge
SM	Safety Motivation
SC	Safety Consciousness
SSTL	Safety-Specific Transformational Leadership
JSA	Job Safety Analysis



CHAPTER 1

INTRODUCTION

1.1 Background Of Study

After independence Malaysia economic has been booming massively and this growth has led to positive impact to the country in terms of development, income and also life quality of the community. Malaysia has set a vision of becoming an industrialized economy by the year 2020 and the journey started since 1960's. Tsen (2006), stated that one of the important sources of economic growth to the Malaysian economy is the manufacturing industry. Industrialization has been an integral part in the Malaysian development strategies and manufacturing sector has shown to be one of the important backbones and a major contributor to the Malaysia economy. The share of manufacturing sector to Gross Domestic Product (GDP) increased significantly from 12.2 percent in 1970 to 22.9 percent in 2016 (Saad Mohd Said, 2012, Ministry of Finance Malaysia, 2017)

Expansion of manufacturing industries in Malaysia has associated with large employment of new workers and new technologies, machineries and equipment's. With the application of new technologies and substances would expose new hazards and health issue to the workers, while hiring new workers also might pose higher risk of accident as they are not accustomed to the hazard of workplace environment, Saad Mohd Said (2012). According to Soehod & Laxman (2007), Malaysia is the first Asian country to have enacted safety and health legislation covering all occupations. The main goal of Occupational Safety and Health Act 1994 (OSHA) as a self-regulation for employer, employee and self-employed personnel to be

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APPENDIX A – Questionnaire



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Date:

Dear Respondent,

I am a Postgraduate student from Universiti Utara Malaysia and carrying out a survey regarding Safety Citizenship Behaviours (SCBs), in order to fulfil the Master Degree requirements. The research objective is to determine the relationship between safety knowledge, safety motivation, safety compliances, safety participation, safety consciousness, safety-specific transformational leadership (SSTL) and safety citizenship behaviour.

Attached with this letter is a questionnaire that addresses the SCB among employee in an organisation. I realize that your time is priceless and very precious; however, your involvement in this survey, will contribute to the success of this study.

There is no right or wrong answer to the statements listed in the questionnaire. Your sincerity and honesty is highly required in answering these statements. Please be rest assured that all your responses will be kept confidential and will be strictly used for the academic research purposes only.

With this, I highly appreciate your cooperation and participation in this study and wish to convey my thanks in advance.

If you are interested in this study and its outcome, please do not hesitate to contact me via email at michael_idass@yahoo.com.my or call me at 012-6679601.

Thank you for your time and attention

Yours sincerely,

Tuan/Puan,

Saya merupakan pelajar Sarjana dari Universiti Utara Malaysia yang sedang menjalankan satu kajian mengenai "Safety Citizenship Behavior" bagi memenuhi pra-syarat Sarjana dari Universiti Utara Malaysia. Objektif kajian ini adalah untuk menentukan hubungan antara pengetahuan keselamatan, motivasi keselamatan, patuhan keselamatan, penglibatan keselamatan, kesedaran keselamatan, transformasi kepimpinan dalam keselamatan-spesifik (SSTL) dan tingkah laku kerakyatan dalam keselamatan.

Bersama-sama ini disertakan soal selidik yang berkaitan SCBs dikalangan pekerja di dalam organisasi ini. Saya sedar bahawa masa anda sangat berharga dan bermakna, namun begitu penglibatan anda dalam tinjauan ini, akan menyumbang kepada kejayaan kajian ini.

Tidak ada jawapan yang betul atau salah dalam soal selidik ini. Hanya keikhlasan dan kejujuran anda diperlukan dalam menjawab soalan. Untuk makluman, semua maklumbalas anda akan dirahsiakan dan hanya digunakan bagi tujuan penyelidikan akademik sahaja.

Dengan ini, saya sangat menghargai kerjasama dan penglibatan anda dalam kajian ini dan saya dahului dengan ucapan terima kasih.

Jika anda berminat dengan kajian ini dan dapatannya, sila hubungi saya melalui e-mel michael_idass@yahoo.com.my atau menghubungi saya di talian 012-6679601.

Terima kasih atas kerjasama dan perhatian anda.

Yang Benar,

MICHAEL INNASI DASS (818718)
Universiti Utara Malaysia, Kuala Lumpur.

PART A: DEMOGRAPHIC INFORMATION
BAHAGIAN A: MAKLUMAT DEMOGRAFI

Please fill in blank and tick (✓) in the appropriate boxes that corresponds to your answer to each of the following questions below.

Sila isikan tempat kosong dan tandakan (✓) untuk mewakili jawapan anda pada semua soalan di bawah.

1. Age/ Umur :
 - 15-25 years/ tahun
 - 26-35 years/ tahun
 - 36-45 years/ tahun
 - 56-55 years/tahun
 - 56 years and above/ tahun dan ke atas
2. Gender/ Jantina : Male/ Lelaki Female/ Perempuan
3. Race :
 - Malay/ Melayu
 - Chinese/ Cina
 - Indian/ India
 - Others/ Lain-lain
4. Marital status/ Status perkahwinan :
 - Married/ Berkahwin
 - Single/ Bujang
 - Divorced/ Bercerai
5. Highest Educational level/ Tahap pendidikan tertinggi :
 - Secondary school/ Sekolah Menengah
 - Certificate/ Sijil
 - Master and above/ Master ke atas
 - Diploma/ Diploma
 - Degree/ Ijazah
 - Others/ Lain-lain.....
6. Position / Jawatan :
 - Manager/ Pengurus
 - Executive, Eksekutif
 - Non-Executive (technical) / Bukan Eksekutif (teknikal)
 - Non-Executive (Administrative) / Bukan Eksekutif (Pentadbiran)
7. How long have you been working?/Berapa lama anda telah bekerja? :
 - 0-5 years/ tahun
 - 6-10 years/ tahun
 - 11-15 years/ tahun
 - 16 years and above/ tahun dan ke atas

8. How long have you been working with the present organisation?

Berapa lama anda sudah bekerja dengan organisasi sekarang? : _____ years/ tahun

9. Have you ever had any occupational accident ever since you started working in this organisation/
Adakah anda pernah mengalami kemalangan di tempat kerja sepanjang bekerja di organisasi ini?

Yes/ Ya

No/ Tidak

10. If yes, how many accidents have you had while working in this organisation?

Jika ya, berapakah bilangan kemalangan yang pernah dialami sepanjang bekerja di organisasi ini?

1 - 3

4 – 8

9 - 15

Over 15 / *Melebihi 15*

11. Have you attended any occupational safety training?

Pernahkah anda pernah menghadiri latihan keselamatan?

Yes/ Ya

No/ Tidak

12. How often do you have to attend safety training?

Berapa kerap anda perlu hadir latihan keselamatan?

Every month/ *Setiap bulan*

Once in three month/ *Sekali dalam tempoh tiga bulan*

Once in six month/ *Sekali dalam tempoh enam bulan*

Once a year/ *Sekali setahun*

Not at all/ *Tiada langsung*



PART B : MAIN STUDY
BAHAGIAN B : KAJIAN UTAMA

Considering only your perception, please circle the most appropriate answer to you based on the scale below:
 Dengan hanya mengambil kira pandangan anda, bulatkan jawapan yang paling tepat kepada anda berbandukan pada skala jawapan di bawah:

1	2	3	4	5
Strongly Disagree <i>Sangat Tidak Setuju</i>	Disagree <i>Tidak Setuju</i>	Neutral <i>Neutral</i>	Agree <i>Setuju</i>	Strongly Agree <i>Sangat Setuju</i>

No.	Statements/Pernyataan					
1	I know how to perform my job in a safe manner. <i>Saya tahu bagaimana untuk melakukan pekerjaan saya dengan cara yang selamat.</i>	1	2	3	4	5
2	I know how to use safety equipment's and standard work procedures. <i>Saya tahu bagaimana untuk menggunakan peralatan keselamatan dan prosedur kerja standard.</i>	1	2	3	4	5
3	I know how to maintain or improve workplace health and safety. <i>Saya tahu bagaimana untuk mengekalkan atau meningkatkan kesihatan dan keselamatan tempat kerja.</i>	1	2	3	4	5
4	I know how to reduce the risk of accidents and incidents in the workplace. <i>Saya tahu bagaimana untuk mengurangkan risiko kemalangan dan insiden di tempat kerja.</i>	1	2	3	4	5
5	I know what are the hazards associated with my jobs and the necessary precautions to be taken while doing my job. <i>Saya tahu apakah bahaya/hazad dikaitkan dengan pekerjaan saya dan langkah berjaga-jaga yang perlu diambil semasa melakukan pekerjaan saya.</i>	1	2	3	4	5
6	I don't know what to do and whom to report if a potential hazard is noticed in my workplace. <i>Saya tidak tahu apa yang perlu dilakukan dan kepada siapa perlu dilaporkan jika suatu potensi bahaya/hazad diperhatikan dalam tempat kerja saya.</i>	1	2	3	4	5
7	I feel that it is important to maintain safety at all times. <i>Saya rasa adalah penting untuk mengekalkan keselamatan pada sepanjang masa.</i>	1	2	3	4	5
8	I believe that safety at workplace is a very important issue. <i>Saya percaya bahawa keselamatan di tempat kerja merupakan isu yang sangat penting.</i>	1	2	3	4	5
9	I feel that it is necessary to put efforts to reduce accidents and incidents at workplace. <i>Saya rasa adalah perlu untuk meletakkan usaha dalam mengurangkan kemalangan dan insiden di tempat kerja.</i>	1	2	3	4	5
10	I believe that safety that can be compromised for increasing production. <i>Saya percaya bahawa keselamatan itu boleh dikompromikan/ditolak-ansurkan untuk meningkatkan pengeluaran.</i>	1	2	3	4	5
11	I feel that it is important to encourage others to use safe practices. <i>Saya rasa adalah penting untuk menggalakkan orang lain untuk mengamalkan amalan-amalan selamat.</i>	1	2	3	4	5
12	I feel that it is important to promote safety programmes. <i>Saya rasa adalah penting untuk mempromosikan program-program keselamatan.</i>	1	2	3	4	5

No.	Statements/Pernyataan					
13	I know what protective equipment and/or clothing is required for my job. <i>Saya tahu apakah peralatan perlindungan dan/ atau pakaian yang diperlukan untuk pekerjaan saya.</i>	1	2	3	4	5
14	I am well aware of the safety risks involved in my job. <i>Saya sangat menyedari risiko keselamatan terlibat dalam pekerjaan saya.</i>	1	2	3	4	5
15	I know where the fire extinguishers are located in my workplace. <i>Saya tahu di mana pemadam api diletakkan di tempat kerja saya.</i>	1	2	3	4	5
16	I know what equipment is safe to use for my particular job(s). <i>Saya tahu apakah peralatan yang selamat untuk digunakan untuk kerja khusus saya.</i>	1	2	3	4	5
17	I know how to inform management about any potential hazards I notice on the job. <i>Saya tahu bagaimana untuk memaklumkan kepada pengurusan tentang mana-mana kemungkinan hazard/bahaya yang saya perhatikan semasa bekerja.</i>	1	2	3	4	5
18	I know what procedures to follow if injured on my shift. <i>Saya tahu apakah prosedur-prosedur yang perlu diikuti sekiranya cedera semasa shift saya.</i>	1	2	3	4	5
19	I would know what to do if an emergency occurred on my shift (e.g. fire). <i>Saya akan tahu apa yang perlu dilakukan sekiranya kecemasan berlaku semasa syif saya (Contoh : kebakaran)</i>	1	2	3	4	5
20	My manager shows determination to maintain a safe work environment. <i>Pengurus saya menunjukkan kesungguhan untuk mengekalkan persekitaran kerja yang selamat.</i>	1	2	3	4	5
21	My manager behaves in a way that displays commitment to a safe workplace. <i>Pengurus saya bertindak dengan cara menunjukkan komitmen terhadap tempat kerja selamat.</i>	1	2	3	4	5
22	My manager talks about his/her values and beliefs of the importance of Safety. <i>Pengurus saya bercakap tentang nilai-nilai dan kepercayaannya bagi kepentingan keselamatan.</i>	1	2	3	4	5
23	My manager provides continuous encouragement to do our jobs safely. <i>Pengurus saya menyediakan galakan yang berterusan untuk melaksanakan kerja-kerja dengan selamat.</i>	1	2	3	4	5
24	My manager suggests new ways of doing our jobs more safely. <i>Pengurus saya mencadangkan kaedah baru bagi melaksanakan kerja dengan selamat.</i>	1	2	3	4	5
25	My manager encourages me to express my ideas and opinions about safety at work. <i>Pengurus saya mendorong saya untuk menyatakan idea dan pendapat saya tentang keselamatan di tempat kerja.</i>	1	2	3	4	5
26	My manager spends time showing me the safest way to do things at work. <i>Pengurus saya meluangkan masa menunjukkan saya cara paling selamat melakukan perkara-perkara di tempat kerja.</i>	1	2	3	4	5
27	My manager listens to my concerns about safety on the job. <i>Pengurus saya mendengar pendapat keprihatinan saya tentang keselamatan semasa kerja.</i>	1	2	3	4	5
28	I use all necessary safety equipment's to do my job. <i>Saya menggunakan semua peralatan keselamatan yang perlu bagi melakukan pekerjaan saya.</i>	1	2	3	4	5

No.	Statements/Pernyataan	1	2	3	4	5
29	I carry out my work in a safe manner. <i>Saya melaksanakan kerja saya dengan cara yang selamat.</i>	1	2	3	4	5
30	I follow correct safety rules and procedures while carrying out my job. <i>Saya mengikut peraturan-peraturan dan prosedur-prosedur keselamatan yang betul semasa melaksanakan kerja saya.</i>	1	2	3	4	5
31	I ensure the highest levels of safety when I carry out my job. <i>Saya memastikan tahap keselamatan paling tinggi apabila saya melaksanakan kerja saya.</i>	1	2	3	4	5
32	Occasionally due to lack of time, I deviate from correct and safe work procedures. <i>Disebabkan kekurangan masa, kadang-kadang saya menyimpang daripada prosedur-prosedur kerja yang betul dan selamat.</i>	1	2	3	4	5
33	Occasionally due to over familiarity with the job, I deviate from correct and safe work procedures. <i>Disebabkan kebiasaan / kelaziman dengan kerja, kadang-kadang saya menyimpang daripada prosedur-prosedur kerja yang betul dan selamat.</i>	1	2	3	4	5
34	It is not always practical to follow all safety rules and procedures while doing a job. <i>Ia tidak selalunya praktikal untuk mengikut semua peraturan dan prosedur keselamatan ketika melakukan sesuatu kerja.</i>	1	2	3	4	5
35	I help my co-workers when they are working under risky or hazardous conditions. <i>Saya membantu rakan sekerja apabila mereka bekerja di bawah keadaan-keadaan berbahaya atau berisiko.</i>	1	2	3	4	5
36	I always point out to the management if any safety related matters are noticed in my company. <i>Saya selalu menunjukkan kepada pengurusan jika terperasan sebarang hal-hal berkaitan keselamatan dalam syarikat saya.</i>	1	2	3	4	5
37	I put extra effort to improve the safety of the workplace. <i>Saya meletakkan usaha lebih bagi meningkatkan keselamatan tempat kerja.</i>	1	2	3	4	5
38	I voluntarily carryout tasks or activities that help to improve workplace safety. <i>Saya sukarela melaksanakan tugas atau aktiviti yang membantu untuk meningkatkan keselamatan tempat kerja.</i>	1	2	3	4	5
39	I encourage my co-workers to work safely. <i>Saya menggalakkan rakan sekerja saya bekerja dengan selamat.</i>	1	2	3	4	5
40	I volunteer for safety committees. <i>Saya secara sukarela menyertai jawatankuasa keselamatan.</i>	1	2	3	4	5
41	I help teach safety procedures to new crew members. <i>Saya membantu dalam mengajar prosedur keselamatan kepada petugas-petugas baru.</i>	1	2	3	4	5
42	I assist others to make sure they perform their work safely. <i>Saya membantu orang lain bagi pastikan mereka melaksanakan kerja dengan selamat.</i>	1	2	3	4	5
43	I get involved in safety activities to help my working colleagues work more safely. <i>Saya melibatkan diri dalam aktiviti-aktiviti keselamatan bagi membantu rakan sekerja saya bekerja dengan lebih selamat.</i>	1	2	3	4	5

No.	Statements/Pernyataan	1	2	3	4	5
44	I help other working colleagues learn about safe work practices. <i>Saya membantu rakan sekerja lain belajar tentang amalan kerja selamat.</i>	1	2	3	4	5
45	I help others with safety related responsibilities. <i>Saya membantu orang lain dengan tanggungjawab berkaitan keselamatan.</i>	1	2	3	4	5
46	I make safety-related recommendations about work activities. <i>Saya membuat cadangan berkaitan keselamatan tentang aktiviti-aktiviti kerja.</i>	1	2	3	4	5
47	I speak up and encouraging others to get involved in safety issues. <i>Saya menyuarakan dan menggalakkan orang lain terlibat dalam isu-isu keselamatan.</i>	1	2	3	4	5
48	I express opinions on safety matters even if others disagree. <i>Saya menyuarakan pendapat dalam hal-hal keselamatan sekalipun orang lain tidak bersetuju.</i>	1	2	3	4	5
49	I raise safety concerns during planning sessions. <i>Saya membangkitkan isu-isu keselamatan semasa sesi perancangan.</i>	1	2	3	4	5
50	I will be champion to protect fellow working colleagues from safety hazards. <i>Saya akan menjadi ketua dalam melindungi rakan sekerja daripada bahaya-bahaya keselamatan.</i>	1	2	3	4	5
51	I will be champion to look out for the safety of other working colleagues. <i>Saya akan menjadi ketua untuk keselamatan bagi rakan sekerja yang lain.</i>	1	2	3	4	5
52	I will be a champion to protect other working colleagues from risky situations. <i>Saya akan menjadi ketua untuk melindungi rakan sekerja lain daripada situasi-situasi berbahaya.</i>	1	2	3	4	5
53	I will be champion to prevent other working colleagues from being injured on the job. <i>Saya akan menjadi ketua bagi menghalang rakan sekerja lain daripada dcederakan semasa bekerja.</i>	1	2	3	4	5
54	I prefer to take action to stop safety violations in order to protect the well-being of other working colleagues. <i>Saya memilih untuk mengambil tindakan menghentikan pelanggaran keselamatan dalam melindungi kesejahteraan rakan sekerja lain.</i>	1	2	3	4	5
55	I prefer to explain to other working colleagues that I will report safety violations. <i>Saya lebih rela untuk menjelaskan kepada rakan sekerja lain yang saya akan melaporkan ketidakpatuhan keselamatan di tempat kerja.</i>	1	2	3	4	5
56	I will be champion to inform other working colleagues, to follow safe working procedures. <i>Saya akan menjadi ketua bagi memberitahu rakan sekerja lain untuk mengikut prosedur-prosedur kerja selamat.</i>	1	2	3	4	5
57	I will be champion to monitor new working colleagues to ensure they are performing safely. <i>Saya akan menjadi ketua bagi memantau rakan sekerja baharu untuk memastikan mereka melaksanakan kerja dengan selamat.</i>	1	2	3	4	5
58	I will be champion to report working colleagues who violate safety procedures. <i>Saya akan menjadi ketua bagi melaporkan rakan sekerja yang melanggar prosedur-prosedur keselamatan.</i>	1	2	3	4	5
59	I will be champion to inform new working colleagues that violations on safety procedures is cannot be tolerated. <i>Saya akan menjadi ketua bagi memberitahu rakan sekerja baharu bahawa pelanggaran prosedur keselamatan tidak akan dipertimbangkan.</i>	1	2	3	4	5
60	I will be champion to attend safety meetings. <i>Saya akan menjadi ketua bagi menghadiri mesyuarat-mesyuarat keselamatan.</i>	1	2	3	4	5

No.	Statements/Pernyataan					
61	I will be champion to attend non-mandatory safety-oriented meetings <i>Saya akan menjadi ketua dalam menghadiri mesyuarat-mesyuarat bukan wajib yang berorientasikan keselamatan.</i>	1	2	3	4	5
62	I will be champion to inform of the changes in safety policies and procedures. <i>Saya akan menjadi ketua bagi memaklumkan tentang perubahan-perubahan dalam dasar dan prosedur keselamatan.</i>	1	2	3	4	5
63	I try to improve safety procedures. <i>Saya cuba memperbaiki prosedur keselamatan.</i>	1	2	3	4	5
64	I prefer to change the way the job is done to make it safer. <i>Saya lebih suka untuk mengubah cara kerja yang dilakukan bagi menjadikannya lebih selamat.</i>	1	2	3	4	5
65	I prefer to change policies and procedures to make them safer. <i>Saya lebih suka untuk mengubah polisi dan prosedur-prosedur bagi menjadikan ia lebih selamat.</i>	1	2	3	4	5
66	I prefer to make suggestions to improve the safety of a mission. <i>Saya lebih suka untuk memberi cadangan-cadangan bagi meningkatkan misi keselamatan.</i>	1	2	3	4	5

-THANK YOU/ TERIMA KASIH -



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APPENDIX B – SPSS DATA OUTPUT



RELIABILITY

```
/VARIABLES=SK1 SK2 SK3 SK4 SK5  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/STATISTICS=DESCRIPTIVE SCALE  
/SUMMARY=TOTAL.
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Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.870	5

Item Statistics

	Mean	Std. Deviation	N
Safety Knowledge1	4.41	.668	100
Safety Knowledge2	4.28	.683	100
Safety Knowledge3	4.21	.782	100
Safety Knowledge4	3.94	.897	100
Safety Knowledge5	4.36	.659	100

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Safety Knowledge1	16.79	6.289	.703	.842
Safety Knowledge2	16.92	5.994	.787	.822
Safety Knowledge3	16.99	5.667	.755	.827
Safety Knowledge4	17.26	5.669	.613	.872
Safety Knowledge5	16.84	6.419	.670	.850

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Safety Motivation1	18.35	4.513	.785	.874
Safety Motivation2	18.29	4.693	.785	.875
Safety Motivation3	18.52	4.353	.789	.873
Safety Motivation5	18.37	4.700	.748	.882
Safety Motivation6	18.35	4.755	.676	.897

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22.97	7.019	2.649	5

RELIABILITY

```

/VARIABLES=SC13 SC14 SC15 SC16 SC17 SC18 SC19
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL.
    
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Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.897	7

Reliability Statistics

Cronbach's Alpha	N of Items
.901	8

Item Statistics

	Mean	Std. Deviation	N
Safety Specific Transformational Leadership1	4.43	.624	100
Safety Specific Transformational Leadership2	4.42	.654	100
Safety Specific Transformational Leadership3	4.40	.682	100
Safety Specific Transformational Leadership4	4.43	.671	100
Safety Specific Transformational Leadership5	4.32	.723	100
Safety Specific Transformational Leadership6	4.29	.686	100
Safety Specific Transformational Leadership7	4.20	.804	100
Safety Specific Transformational Leadership8	4.32	.790	100

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.707	6

Item Statistics

	Mean	Std. Deviation	N
Safety Compliance1	4.39	.695	100
Safety Compliance3	4.48	.674	100
Safety Compliance4	4.43	.671	100
Safety Compliance5	2.42	1.512	100
Safety Compliance6	2.37	1.482	100
Safety Compliance7	2.30	1.439	100

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Safety Compliance1	16.00	18.040	.137	.733
Safety Compliance3	15.91	18.164	.124	.735
Safety Compliance4	15.96	18.322	.098	.739
Safety Compliance5	17.97	10.231	.704	.559
Safety Compliance6	18.02	10.161	.738	.543
Safety Compliance7	18.09	10.345	.747	.541

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20.39	19.331	4.397	6

RELIABILITY

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/VARIABLES=SCB40 SCB41 SCB42 SCB43 SCB44 SCB45 SCB46 SCB47 SCB48 SCB49 SC
B50 SCB51 SCB52 SCB53
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SCB66
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/MODEL=ALPHA
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Item Statistics

	Mean	Std. Deviation	N
Safety Citizenship Behaviour- Stewardship3	3.30	1.389	100
Safety Citizenship Behaviour- Stewardship4	3.28	1.429	100
Safety Citizenship Behaviour- Stewardship5	3.82	1.201	100
Safety Citizenship Behaviour- Whistle blowing1	3.97	.937	100
Safety Citizenship Behaviour- Whistle blowing2	4.02	.943	100
Safety Citizenship Behaviour- Whistle blowing3	3.97	.810	100
Safety Citizenship Behaviour- Whistle blowing4	3.92	.884	100
Safety Citizenship Behaviour- Whistle blowing5	3.98	.910	100
Safety Citizenship Behaviour-Civic Virtue (keeping Informed)1	3.83	.985	100
Safety Citizenship Behaviour-Civic Virtue (keeping Informed)2	3.19	1.051	100
Safety Citizenship Behaviour-Civic Virtue (keeping Informed)3	3.08	1.308	100
Safety Citizenship Behaviour-Initiating Safety-related change1	3.54	1.029	100
Safety Citizenship Behaviour-Initiating Safety-related change2	3.49	1.374	100
Safety Citizenship Behaviour-Initiating Safety-related change3	3.19	1.376	100
Safety Citizenship Behaviour-Initiating Safety-related change4	4.11	.803	100

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Safety Citizenship Behaviour-Civic Virtue (keeping Informed)1	98.41	279.194	.563	.941
Safety Citizenship Behaviour-Civic Virtue (keeping Informed)2	99.05	277.987	.559	.941
Safety Citizenship Behaviour-Civic Virtue (keeping Informed)3	99.16	272.621	.564	.942
Safety Citizenship Behaviour-Initiating Safety-related change1	98.70	277.626	.583	.941
Safety Citizenship Behaviour-Initiating Safety-related change2	98.75	269.785	.598	.941
Safety Citizenship Behaviour-Initiating Safety-related change3	99.05	270.068	.591	.942
Safety Citizenship Behaviour-Initiating Safety-related change4	98.13	284.862	.487	.942

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
102.24	298.689	17.283	27

COMPUTE SafetyKnowledge=MEAN (SK1, SK2, SK3, SK4, SK5) .

EXECUTE .

COMPUTE SafetyMotivation=MEAN (SM7, SM8, SM9, SM11, SM12) .

EXECUTE .

COMPUTE SafetyConcious=MEAN (SC13, SC14, SC15, SC16, SC17, SC18, SC19) .

EXECUTE .

RELIABILITY

 /VARIABLES=SSTL20 SSTL21 SSTL22 SSTL23 SSTL24 SSTL25 SSTL26 SSTL27

 /SCALE('ALL VARIABLES') ALL

 /MODEL=ALPHA

 /STATISTICS=DESCRIPTIVE SCALE

 /SUMMARY=TOTAL .

COMPUTE SSTL=MEAN (SSTL20, SSTL21, SSTL22, SSTL23, SSTL24, SSTL25, SSTL26, SSTL27) .

EXECUTE .

COMPUTE SafetyCompliance=MEAN (SCMP28, SCMP30, SCMP32, SCMP33, SCMP34) .

EXECUTE .

COMPUTE SCB=MEAN (SCB40, SCB41, SCB42, SCB43, SCB44, SCB45, SCB46, SCB47, SCB48, SCB49, SCB50, SCB51, SCB52,

Respondent Marital Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Married	65	65.0	65.0	65.0
Single	34	34.0	34.0	99.0
Divorced	1	1.0	1.0	100.0
Total	100	100.0	100.0	

Respondent Highest Educational Level

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Secondary School	33	33.0	33.0	33.0
Certificate	15	15.0	15.0	48.0
Diploma	24	24.0	24.0	72.0
Degree	25	25.0	25.0	97.0
Master	3	3.0	3.0	100.0
Total	100	100.0	100.0	

Respondent Working Level (Position)

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Manager	6	6.0	6.0	6.0
Executive	37	37.0	37.0	43.0
Non-Executive (Technical)	40	40.0	40.0	83.0
Non-Executive (Administrative)	17	17.0	17.0	100.0
Total	100	100.0	100.0	

Respondent Working Experience

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0-5 Years	45	45.0	45.0	45.0
6-10 Years	25	25.0	25.0	70.0
11-15 Years	19	19.0	19.0	89.0
16 Years and above	11	11.0	11.0	100.0
Total	100	100.0	100.0	

Respondent Frequent attend safety training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Every Month	11	11.0	11.0	11.0
	Once in three month	14	14.0	14.0	25.0
	Once in six month	23	23.0	23.0	48.0
	Once a year	52	52.0	52.0	100.0
	Total	100	100.0	100.0	

FREQUENCIES VARIABLES=SafetyKnowledge SafetyMotivation SafetyConcious SSTL
 SafetyCompliance SCB
 /STATISTICS=STDDEV MINIMUM MAXIMUM MEAN
 /ORDER=ANALYSIS.

Frequencies

Statistics

		SafetyKnowled ge	SafetyMotivatio n	SafetyConcious	SSTL	SafetyComplian ce	SCB
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0
Mean		4.2400	4.5940	4.2943	4.3513	3.1920	3.7867
Std. Deviation		.60302	.52988	.53944	.54347	.85608	.64010
Minimum		1.00	1.00	1.00	1.00	1.00	1.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00

Frequency Table

SafetyKnowledge

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	3.00	1	1.0	1.0	2.0
	3.20	2	2.0	2.0	4.0
	3.40	2	2.0	2.0	6.0
	3.60	9	9.0	9.0	15.0
	3.80	8	8.0	8.0	23.0
	4.00	20	20.0	20.0	43.0
	4.20	11	11.0	11.0	54.0
	4.40	11	11.0	11.0	65.0
	4.60	11	11.0	11.0	76.0
	4.80	6	6.0	6.0	82.0
	5.00	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

SSTL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	3.38	2	2.0	2.0	3.0
	3.50	2	2.0	2.0	5.0
	3.63	1	1.0	1.0	6.0
	3.75	3	3.0	3.0	9.0
	3.88	7	7.0	7.0	16.0
	4.00	14	14.0	14.0	30.0
	4.13	4	4.0	4.0	34.0
	4.25	3	3.0	3.0	37.0
	4.38	16	16.0	16.0	53.0
	4.50	13	13.0	13.0	66.0
	4.63	12	12.0	12.0	78.0
	4.75	2	2.0	2.0	80.0
	4.88	3	3.0	3.0	83.0
	5.00	17	17.0	17.0	100.0
Total		100	100.0	100.0	

SafetyCompliance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	2.20	7	7.0	7.0	8.0
	2.40	13	13.0	13.0	21.0
	2.60	17	17.0	17.0	38.0
	2.80	14	14.0	14.0	52.0
	3.00	11	11.0	11.0	63.0
	3.40	1	1.0	1.0	64.0
	3.60	6	6.0	6.0	70.0
	3.80	2	2.0	2.0	72.0
	4.00	7	7.0	7.0	79.0
	4.20	6	6.0	6.0	85.0
	4.40	6	6.0	6.0	91.0
	4.60	5	5.0	5.0	96.0
	5.00	4	4.0	4.0	100.0
Total		100	100.0	100.0	

SCB

	Frequency	Percent	Valid Percent	Cumulative Percent
4.63	2	2.0	2.0	92.0
4.81	3	3.0	3.0	95.0
4.85	1	1.0	1.0	96.0
4.89	1	1.0	1.0	97.0
5.00	3	3.0	3.0	100.0
Total	100	100.0	100.0	

CORRELATIONS

```

/VARIABLES=SafetyKnowledge SafetyMotivation SafetyConcious SSTL SafetyCompliance SCB
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

Correlations

Correlations

		SafetyKnowledge	SafetyMotivation	SafetyConcious	SSTL	SafetyCompliance	SCB
SafetyKnowledge	Pearson Correlation	1	.585**	.687**	.436**	.273**	.557**
	Sig. (2-tailed)		.000	.000	.000	.006	.000
	N	100	100	100	100	100	100
SafetyMotivation	Pearson Correlation	.585**	1	.600**	.593**	.293**	.491**
	Sig. (2-tailed)	.000		.000	.000	.003	.000
	N	100	100	100	100	100	100
SafetyConcious	Pearson Correlation	.687**	.600**	1	.662**	.133	.562**
	Sig. (2-tailed)	.000	.000		.000	.188	.000
	N	100	100	100	100	100	100
SSTL	Pearson Correlation	.436**	.593**	.662**	1	.133	.435**
	Sig. (2-tailed)	.000	.000	.000		.187	.000
	N	100	100	100	100	100	100
SafetyCompliance	Pearson Correlation	.273**	.293**	.133	.133	1	.493**
	Sig. (2-tailed)	.006	.003	.188	.187		.000
	N	100	100	100	100	100	100
SCB	Pearson Correlation	.557**	.491**	.562**	.435**	.493**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100

** Correlation is significant at the 0.01 level (2-tailed).

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT SafetyCompliance
/METHOD=ENTER SafetyKnowledge SafetyMotivation SafetyConcious SSTL.

```

Regression

```

/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT SCB
/METHOD=ENTER SafetyKnowledge SafetyMotivation SafetyConcious SSTL.

```

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	SSTL, SafetyKnowle dge, SafetyMotivati on, SafetyConcio us ^b		Enter

a. Dependent Variable: SCB

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.624 ^a	.390	.364	.51037

a. Predictors: (Constant), SSTL, SafetyKnowledge, SafetyMotivation, SafetyConcious

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15.817	4	3.954	15.181	.000 ^b
	Residual	24.746	95	.260		
	Total	40.563	99			

a. Dependent Variable: SCB

b. Predictors: (Constant), SSTL, SafetyKnowledge, SafetyMotivation, SafetyConcious