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**ANTECEDENTS OF SAFETY BEHAVIOUR AMONG
OPERATORS AT LIGHT RAIL TRANSIT AND
KL MONORAIL SERVICES IN MALAYSIA**



By

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Universiti Utara Malaysia

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

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LIGHT RAIL TRANSIT AND KL MONORAIL
SERVICES IN MALAYSIA**



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UUM
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**Thesis Submitted to
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Master of Sciences (Management)**



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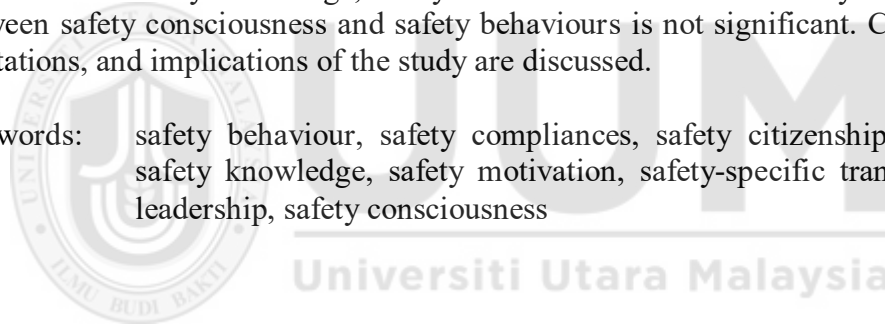
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ABSTRACT

Safety behaviour is one of the area concern in reducing incident and accidents in services and non-services industries. This bottom-up approach becomes favourable since the work systems and associated technologies are improved. There are two dimensions of safety behaviours viz safety compliance and safety citizenship behaviours (SCBs). The safety compliance refers to employees' compliances behaviours to organization safety requirements accordance to organization and related regulatory bodies. Meanwhile, SCBs refers to employees' extra-role behaviours in achieving higher safety standard in organizational level. By considering individual and leadership factors which are safety knowledge, safety motivation, safety-specific transformational leadership (SSTL) and safety consciousness, this determines the level of safety behaviour among operators at LRT and KL Monorail service. 326 sets of questionnaire survey were distributed at rail maintenance and rail operation departments of LRT and KL Monorail. According to the survey, 98 data were collected by presenting 30 percent of respondents' rate. Data was analysed by using Statistical Package for the Social Science (SPSS) version 23.0. The results of the study revealed, that only three variables exerted significant correlation with safety behaviour viz safety knowledge, safety motivation and SSTL whereby the correlation between safety consciousness and safety behaviours is not significant. Contributions, limitations, and implications of the study are discussed.

Keywords: safety behaviour, safety compliances, safety citizenship behaviours, safety knowledge, safety motivation, safety-specific transformational leadership, safety consciousness



ABSTRAK

Tingkah laku keselamatan merupakan suatu penekanan dalam mengurangkan kejadian dan kemalangan di dalam industri-industri perkhidmatan dan bukan perkhidmatan. Pendekatan dari bawah ke atas atau “bottom-up” ini menjadi pilihan semenjak penambahbaikan sistem kerja dan teknologi-teknologi berkaitan. Terdapat dua dimensi tingkah laku keselamatan iaitu pematuhan keselamatan dan tingkah laku kerakyatan keselamatan atau “safety citizenship behaviours” (SCBs). Pematuhan keselamatan merujuk kepada tingkah laku pematuhan pekerja terhadap keperluan-keperluan keselamatan organisasi selaras dengan keperluan-keperluan keselamatan yang ditetapkan oleh organisasi dan badan-badan penguatkuasa. Sementara itu, SCBs merujuk kepada tingkah laku peranan-tambahan atau “extra-role behaviour” dalam mencapai piawai keselamatan yang lebih tinggi diperingkat organisasi. Tahap tingkah laku keselamatan dikalangan pengendali-pengendali perkhidmatan LRT dan KL Monorail ditentukan dengan mengambil kira faktor-faktor individu dan kepimpinan (pengetahuan keselamatan, motivasi keselamatan, transformasi kepimpinan dalam keselamatan-spesifik (SSTL) dan kesedaran keselamatan). 326 set soalan kaji selidik telah diagihkan di jabatan-jabatan penyenggaraan dan operasi rel LRT dan KL Monorail. Berdasarkan kaji selidik tersebut, 98 data telah dikumpul dengan kadar responden sebanyak 30 peratus. Data di analisis dengan menggunakan perisian “Statistical Package for the Social Science (SPSS)” versi 23.0. Hasil kajian mendedahkan bahawa hanya tiga pembolehubah menggunakan korelasi signifikan dengan tingkah laku keselamatan iaitu pengetahuan keselamatan, motivasi keselamatan dan SSTL di mana korelasi di antara kesedaran keselamatan dan tingkah laku keselamatan adalah tidak signifikan. Sumbangan, limitasi, dan implikasi kajian turut dibincangkan dalam penyelidikan ini.

Katakunci: tingkah laku keselamatan, pematuhan keselamatan, tingkah laku kerakyatan keselamatan, pengetahuan keselamatan, motivasi keselamatan, transformasi kepimpinan dalam keselamatan-spesifik, kesedaran keselamatan

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LIST OF ABBREVIATION

SPAD	Suruhanjaya Pengangkutan Awam Darat
SSTL	Safety-Specific Transformational Leadership
SCBs	Safety Citizenship Behaviours
OSHA	Occupational Safety and Health Act
OSH	Occupational Safety and Health
SOCISO	Social Security Organization
LRT	Light Rail Transit
KLJ	Kelana Jaya
CBD	Central Business District
MRT1	Mass Rapid Transit Line 1
LRT3	Light Rail Transit 3
MRT2	Mass Rapid Transit Line 2
MRT3	Mass Rapid Transit Line 3
RTS	Malaysia-Singapore Rapid Transit System
HSR	High Speed Rail
ECRL	East Cost Rail Line
STP	Safety Task Performance
SCP	Safety Contextual Performance
CMV	Common Method Variance
TNM	Track Network Maintenance
WEES	Wayside Electrical and Electronic System
HOM	Head of Maintenance
HOO	Head of Operation Department
SPSS	Statistical Package for the Social Science
SD	Standard Deviation
VIF	Variance Inflation Factor
ERP	Emergency Response Plan First Aid and
CPR	Cardio Pulmonary Resuscitation

CHAPTER 1

INTRODUCTION

1.1 Background of the Study

Malaysia aims to build a safe, healthy and productive pool of human capital by creating, cultivating and sustaining safe and healthy work culture in all organizations (*OSH-Master Plan 2016-2020*, 2016). Thru this plan, the organizations are objectively needed to increase awareness and knowledge in occupational safety and health (OSH) and commitment to OSH in all undertakings as well as to reduce workplace accident.

Workplace accidents considered as common occurrence in Malaysia's workplace. Based on the data published in Social Security Organization (SOCSO) Annual Report, the relative frequency of workplace accidents reported (Refer Table 1.1), in 2006 was 40,617 cases and it decreased by 4.83 percent to 38,657 in 2007. These records continue decreased by 9.22 percent to 36,092 cases in 2008. In 2009, these records decreased by 2.04 percent to 34,376 cases. However, the industrial accident cases increased in 2010 by 3.57 percent to 35,603 cases and the pattern of industrial accident cases keep fluctuating until 2015.

Table 1.1
Relative Frequency of Accidents Reported, 2006 – 2015

Year	Number of Accidents Reported	Number of Industrial Accidents Reported
2006	58,321	40,617
2007	56,339	38,657
2008	54,133	35,092
2009	55,186	34,376

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APPENDIX A

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 definition role definition towards safety citizenship behaviour (SCB).

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 ruzilawati.isnin@gmail.com or call me at 019-3821562.

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, pematuhan keselamatan, penglibatan keselamatan, kesedaran keselamatan, transformasi kepimpinan dalam keselamatan-spesifik (SSTL) dan peranan tingkah laku dalam keselamatan terhadap tingkah laku kerakyatan dalam "Safety Citizenship Behavior" (SCB).

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 di ruzilawati.isnin@gmail.com atau menghubungi saya di talian 019-3821562.

Terima kasih atas kerjasama dan perhatian anda.

Yang benar;

RUZILAWATI BINTI ISNIN (818747)
Universiti Utara Malaysia, Kuala Lumpur.

SECTION A : DEMOGRAPHIC STATEMENTS
BAHAGIAN A : PERNYATAAN 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
- 46-55 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/ Berceraai

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. Work Level/ Jawatan :

- Manager/ Pengurus
- Executive, Eksekutif
- Non-Executive (technical / operation) / Bukan Eksekutif (teknikal / operasi)
- 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?
Pernakah anda pernah menghadiri latihan keselamatan?
 Yes/ Ya No/ Tidak
12. How often do you have to attend safety training?
Berapa kekerapan latihan keselamatan yang anda perlu hadiri?
 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*

SECTION 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 berpandukan 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-peralatandan prosedur-prosedur keselamatan 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					
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 keselamatanyang 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 kerjasaya.</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 menyimpangdaripada 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>la tidak selalunya praktikal untuk mengikut semuaperaturan 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 lainbagi pastikan mereka melaksanakan kerja dengan selamat.</i>	1	2	3	4	5
43	I get involved in safety activities to help my crew 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
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

No.	Statements/Pernyataan					
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 lebih suka 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 suka 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

Reliability Test

1) Safety Knowledge

Case Processing Summary

		N	%
Cases	Valid	98	100.0
	Excluded ^a	0	.0
	Total	98	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.767	6

Item Statistics

	Mean	Std. Deviation	N
Safety Knowledge 1	4.27	.711	98
Safety Knowledge 2	4.13	.683	98
Safety Knowledge 3	4.11	.758	98
Safety Knowledge 4	4.00	.837	98
Safety Knowledge 5	4.08	.728	98
Safety Knowledge 6	3.27	1.313	98

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Safety Knowledge 1	19.59	9.337	.605	.715
Safety Knowledge 2	19.72	8.841	.779	.680
Safety Knowledge 3	19.74	8.501	.769	.673
Safety Knowledge 4	19.86	8.474	.677	.689
Safety Knowledge 5	19.78	9.124	.642	.706
Safety Knowledge 6	20.59	10.120	.076	.907

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23.86	12.474	3.532	6

2) Safety Motivation

Case Processing Summary

		N	%
Cases	Valid	98	100.0
	Excluded ^a	0	.0
	Total	98	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.723	6

Item Statistics

	Mean	Std. Deviation	N
Safety Motivation 1	4.40	.714	98
Safety Motivation2	4.44	.704	98
Safety Motivation 3	4.38	.696	98
Safety Motivation 4	3.41	1.398	98
Safety Motivation 5	4.30	.789	98
Safety Motivation 6	4.23	.810	98

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Safety Motivation 1	20.76	8.826	.600	.653
Safety Motivation2	20.71	8.845	.607	.652
Safety Motivation 3	20.78	8.650	.671	.637
Safety Motivation 4	21.74	9.347	.068	.880
Safety Motivation 5	20.86	8.206	.676	.625
Safety Motivation 6	20.92	8.385	.606	.643

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25.15	11.884	3.447	6

3) Safety Specific-transformational leadership (SSTL)

Case Processing Summary

		N	%
Cases	Valid	98	100.0
	Excluded ^a	0	.0
	Total	98	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.966	8

Item Statistics

	Mean	Std. Deviation	N
Safety-Specific Transformational Leadership (SSTL) 1	3.77	.972	98
Safety-Specific Transformational Leadership (SSTL) 2	3.71	.984	98
Safety-Specific Transformational Leadership (SSTL) 3	3.65	.985	98
Safety-Specific Transformational Leadership (SSTL) 4	3.72	.950	98
Safety-Specific Transformational Leadership (SSTL) 5	3.65	.985	98
Safety-Specific Transformational Leadership (SSTL) 6	3.63	.978	98
Safety-Specific Transformational Leadership (SSTL) 7	3.53	1.057	98
Safety-Specific Transformational Leadership (SSTL) 8	3.56	1.140	98

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Safety-Specific Transformational Leadership (SSTL) 1	25.47	41.344	.811	.964
Safety-Specific Transformational Leadership (SSTL) 2	25.52	40.603	.865	.961
Safety-Specific Transformational Leadership (SSTL) 3	25.58	40.390	.884	.960
Safety-Specific Transformational Leadership (SSTL) 4	25.51	40.789	.885	.960
Safety-Specific Transformational Leadership (SSTL) 5	25.58	40.205	.900	.959
Safety-Specific Transformational Leadership (SSTL) 6	25.60	40.304	.899	.959
Safety-Specific Transformational Leadership (SSTL) 7	25.70	39.736	.868	.961
Safety-Specific Transformational Leadership (SSTL) 8	25.67	39.336	.824	.964

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
29.23	52.429	7.241	8

4) Safety Consciousness

Case Processing Summary

		N	%
Cases	Valid	98	100.0
	Excluded ^a	0	.0
	Total	98	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.893	7

Item Statistics

	Mean	Std. Deviation	N
Safety Consciousness 1	4.19	.755	98
Safety Consciousness 2	4.18	.737	98
Safety Consciousness 3	4.05	.751	98
Safety Consciousness 4	4.09	.788	98
Safety Consciousness 5	3.90	.766	98
Safety Consciousness 6	3.90	.793	98
Safety Consciousness 7	3.98	.760	98

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Safety Consciousness 1	24.10	13.309	.651	.883
Safety Consciousness 2	24.11	13.482	.636	.884
Safety Consciousness 3	24.24	13.506	.615	.887
Safety Consciousness 4	24.20	12.576	.765	.869
Safety Consciousness 5	24.40	13.252	.650	.883
Safety Consciousness 6	24.40	12.634	.746	.871
Safety Consciousness 7	24.32	12.672	.780	.867

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
28.30	17.468	4.180	7

5) Safety Compliance

Case Processing Summary

		N	%
Cases	Valid	98	100.0
	Excluded ^a	0	.0
	Total	98	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.772	7

Item Statistics

	Mean	Std. Deviation	N
Safety Compliance 1	3.90	.914	98
Safety Compliance 2	4.04	.702	98
Safety Compliance 3	4.08	.699	98
Safety Compliance 4	4.05	.723	98
Safety Compliance 5	3.27	1.206	98
Safety Compliance 6	3.17	1.252	98
Safety Compliance 7	3.28	1.208	98

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Safety Compliance 1	21.89	16.307	.408	.759
Safety Compliance 2	21.74	17.347	.395	.762
Safety Compliance 3	21.70	17.159	.432	.757
Safety Compliance 4	21.73	17.166	.411	.760
Safety Compliance 5	22.52	13.221	.624	.713
Safety Compliance 6	22.61	13.147	.599	.721
Safety Compliance 7	22.51	13.222	.622	.713

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25.79	20.149	4.489	7

6) Safety Citizenship Behaviours (SCBs)

Case Processing Summary

		N	%
Cases	Valid	98	100.0
	Excluded ^a	0	.0
	Total	98	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.971	27

Item Statistics

	Mean	Std. Deviation	N
Safety Definition Role Behaviour-Helping 1	3.53	.997	98
Safety Definition Role Behaviour-Helping 2	3.57	1.025	98
Safety Definition Role Behaviour-Helping 3	3.88	.790	98
Safety Definition Role Behaviour-Helping 4	3.77	.822	98
Safety Definition Role Behaviour-Helping 5	3.87	.795	98
Safety Definition Role Behaviour-Helping 6	3.76	.719	98
Safety Definition Role Behaviour-Voice 1	3.68	.781	98
Safety Definition Role Behaviour-Voice 2	3.67	.871	98
Safety Definition Role Behaviour-Voice 3	3.61	.869	98
Safety Definition Role Behaviour-Voice 4	3.62	.856	98
Safety Definition Role Behaviour-Stewardship 1	3.52	.922	98
Safety Definition Role Behaviour-Stewardship 2	3.53	.933	98
Safety Definition Role Behaviour-Stewardship 3	3.59	.993	98
Safety Definition Role Behaviour-Stewardship 4	3.59	.895	98

Item Statistics (Continued)

	Mean	Std. Deviation	N
Safety Definition Role Behaviour- Stewardship 5	3.81	.893	98
Safety Definition Role Behaviour- Whistleblowing 1	3.61	.970	98
Safety Definition Role Behaviour- Whistleblowing 2	3.56	.850	98
Safety Definition Role Behaviour- Whistleblowing 3	3.61	.820	98
Safety Definition Role Behaviour- Whistleblowing 4	3.46	1.007	98
Safety Definition Role Behaviour- Whistleblowing 5	3.50	.865	98
Safety Definition Role Behaviour-Civic Virtue (Keeping Informed) 1	3.31	1.088	98
Safety Definition Role Behaviour-Civic Virtue (Keeping Informed) 2	3.30	1.047	98
Safety Definition Role Behaviour-Civic Virtue (Keeping Informed) 3	3.28	1.043	98
Safety Definition Role Behaviour- Initiating Safety-Related Change 1	3.63	.935	98
Safety Definition Role Behaviour- Initiating Safety-Related Change 2	3.79	.876	98
Safety Definition Role Behaviour- Initiating Safety-Related Change 3	3.80	.861	98
Safety Definition Role Behaviour- Initiating Safety-Related Change 4	3.78	.856	98

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Safety Definition Role Behaviour-Helping 1	94.08	313.127	.729	.969
Safety Definition Role Behaviour-Helping 2	94.04	310.741	.775	.969
Safety Definition Role Behaviour-Helping 3	93.73	318.671	.728	.969
Safety Definition Role Behaviour-Helping 4	93.85	315.368	.814	.969
Safety Definition Role Behaviour-Helping 5	93.74	318.068	.745	.969
Safety Definition Role Behaviour-Helping 6	93.86	320.825	.718	.970
Safety Definition Role Behaviour-Voice 1	93.93	319.057	.722	.970
Safety Definition Role Behaviour-Voice 2	93.94	316.120	.741	.969
Safety Definition Role Behaviour-Voice 3	94.00	318.392	.667	.970
Safety Definition Role Behaviour-Voice 4	93.99	315.783	.767	.969
Safety Definition Role Behaviour-Stewardship 1	94.09	314.002	.764	.969
Safety Definition Role Behaviour-Stewardship 2	94.08	313.478	.771	.969
Safety Definition Role Behaviour-Stewardship 3	94.02	311.031	.794	.969
Safety Definition Role Behaviour-Stewardship 4	94.02	316.989	.692	.970
Safety Definition Role Behaviour-Stewardship 5	93.81	319.251	.620	.970
Safety Definition Role Behaviour-Whistleblowing 1	94.00	313.959	.725	.969
Safety Definition Role Behaviour-Whistleblowing 2	94.05	315.100	.795	.969
Safety Definition Role Behaviour-Whistleblowing 3	94.00	316.082	.791	.969
Safety Definition Role Behaviour-Whistleblowing 4	94.15	311.945	.755	.969

Item-Total Statistics (Continued)

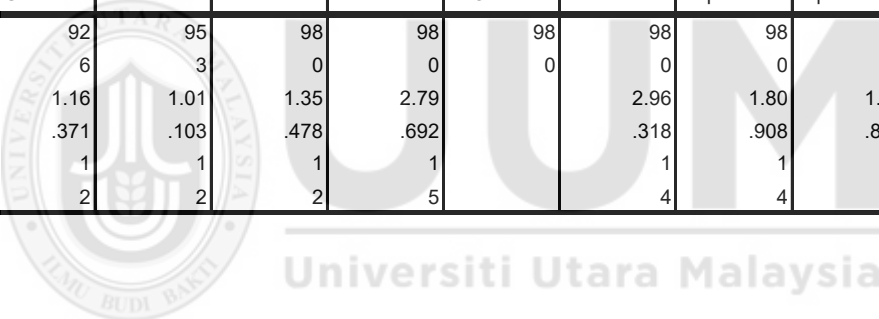
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Safety Definition Role Behaviour-Whistleblowing 5	94.11	317.049	.716	.970
Safety Definition Role Behaviour-Civic Virtue (Keeping Informed) 1	94.31	307.802	.808	.969
Safety Definition Role Behaviour-Civic Virtue (Keeping Informed) 2	94.32	308.651	.817	.969
Safety Definition Role Behaviour-Civic Virtue (Keeping Informed) 3	94.34	308.349	.829	.969
Safety Definition Role Behaviour-Initiating Safety- Related Change 1	93.98	316.577	.673	.970
Safety Definition Role Behaviour-Initiating Safety- Related Change 2	93.83	320.578	.589	.970
Safety Definition Role Behaviour-Initiating Safety- Related Change 3	93.82	323.286	.510	.971
Safety Definition Role Behaviour-Initiating Safety- Related Change 4	93.84	317.643	.703	.970

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
97.61	339.827	18.434	27

Frequencies

	Respondent	Age	Gender	Race	Marital Status	Highest Education Level	Highest Education Level Others	Work Level	Work Experience	Working Experience-present	Occupational Accident History	Occupational Accident History-Yes	Safety Training Record	Frequency of Safety Training
N	Valid	98	98	92	95	98	98	98	98	98	97	18	97	91
	Missing	0	0	6	3	0	0	0	0	0	1	80	1	7
Mean		49.39	2.00	1.16	1.01	1.35	2.79	2.96	1.80	1.74	1.87	1.22	1.20	3.68
Std. Deviation		28.270	.773	.371	.103	.478	.692	.318	.908	.841	.342	.732	.399	1.114
Minimum		1	1	1	1	1	1	1	1	1	1	1	1	1
Maximum		98	4	2	2	2	5	4	4	4	2	4	2	5



Frequency Table

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15-25 years	25	25.5	25.5	25.5
	26-35 years	52	53.1	53.1	78.6
	36-45 years	17	17.3	17.3	95.9
	46-55 years	4	4.1	4.1	100.0
	Total	98	100.0	100.0	

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	77	78.6	83.7	83.7
	Female	15	15.3	16.3	100.0
	Total	92	93.9	100.0	
Missing	System	6	6.1		
Total		98	100.0		

Race

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Malay	94	95.9	98.9	98.9
	Chinise	1	1.0	1.1	100.0
	Total	95	96.9	100.0	
Missing	System	3	3.1		
Total		98	100.0		

Merital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	64	65.3	65.3	65.3
	Single	34	34.7	34.7	100.0
	Total	98	100.0	100.0	

Highest Education Level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Secondary School	6	6.1	6.1	6.1
	Certificate	17	17.3	17.3	23.5
	Diploma	68	69.4	69.4	92.9
	Degree	6	6.1	6.1	99.0
	Master and above	1	1.0	1.0	100.0
	Total	98	100.0	100.0	

Highest Education Level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Secondary School	6	6.1	6.1	6.1
	Certificate	17	17.3	17.3	23.5
	Diploma	68	69.4	69.4	92.9
	Degree	6	6.1	6.1	99.0
	Master and above	1	1.0	1.0	100.0
	Total	98	100.0	100.0	

Highest Education Level Others

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	98	100.0	100.0	100.0

Work Level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manager	1	1.0	1.0	1.0
	Executive	4	4.1	4.1	5.1
	Non-Executive (Technical)	91	92.9	92.9	98.0
	Non-Executive (Administrative)	2	2.0	2.0	100.0
	Total	98	100.0	100.0	

Work Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-5 years	47	48.0	48.0	48.0
	6-10 years	29	29.6	29.6	77.6
	11-15 years	17	17.3	17.3	94.9
	16 years and above	5	5.1	5.1	100.0
	Total	98	100.0	100.0	

Working Experience-present

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-5 years	47	48.0	48.0	48.0
	6-10 years	32	32.7	32.7	80.6
	11-15 years	16	16.3	16.3	96.9
	16 years and above	3	3.1	3.1	100.0
	Total	98	100.0	100.0	

Occupational Accident History

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	13	13.3	13.4	13.4
	No	84	85.7	86.6	100.0
	Total	97	99.0	100.0	
Missing	System	1	1.0		
Total		98	100.0		

Occupational Accident History-Yes

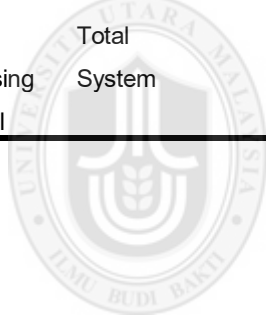
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-3 times	16	16.3	88.9	88.9
	4-8 times	1	1.0	5.6	94.4
	Over 15 times	1	1.0	5.6	100.0
	Total	18	18.4	100.0	
Missing	System	80	81.6		
Total		98	100.0		

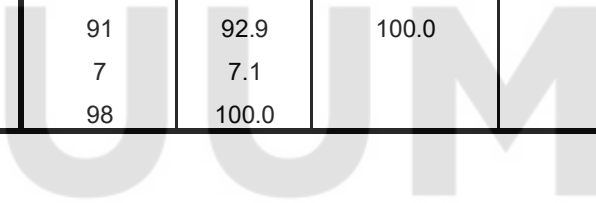
Safety Training Record

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	78	79.6	80.4	80.4
	No	19	19.4	19.6	100.0
	Total	97	99.0	100.0	
Missing	System	1	1.0		
Total		98	100.0		

Frequency of Safety Training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Every month	9	9.2	9.9	9.9
	Once in 3 month	1	1.0	1.1	11.0
	Once in six month	18	18.4	19.8	30.8
	Once a year	45	45.9	49.5	80.2
	Not at all	18	18.4	19.8	100.0
Total		91	92.9	100.0	
Missing	System	7	7.1		
Total		98	100.0		

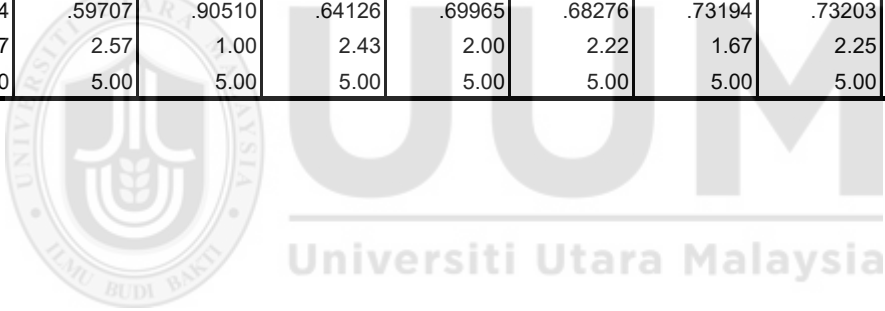



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Frequencies

Statistics

	SafetyKnow ledge	SafetyMotiv ation	SafetyConc iousness	SST	SafetyCom pliance	SafetyParti cipation	SCB	SCBHelpin g	SCBVoice	SCBStewar dship	SCBWhistl eblowing	SCBCivicvir tue	SCBInitiatin gchange
N Valid	98	98	98	98	98	98	98	98	98	98	98	98	98
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	3.9762	4.1922	4.0423	3.6543	3.6837	3.8449	3.6153	3.7279	3.6480	3.6082	3.5490	3.2925	3.7474
Std. Deviation	.58865	.57454	.59707	.90510	.64126	.69965	.68276	.73194	.73203	.77588	.76915	1.01112	.73874
Minimum	2.67	2.67	2.57	1.00	2.43	2.00	2.22	1.67	2.25	1.20	1.80	1.00	2.00
Maximum	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00



Frequency Table

Safety Knowledge

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.67	3	3.1	3.1	3.1
	3.00	3	3.1	3.1	6.1
	3.17	3	3.1	3.1	9.2
	3.33	4	4.1	4.1	13.3
	3.50	10	10.2	10.2	23.5
	3.67	17	17.3	17.3	40.8
	3.83	11	11.2	11.2	52.0
	4.00	8	8.2	8.2	60.2
	4.17	8	8.2	8.2	68.4
	4.33	7	7.1	7.1	75.5
	4.50	8	8.2	8.2	83.7
	4.67	4	4.1	4.1	87.8
	5.00	12	12.2	12.2	100.0
	Total	98	100.0	100.0	

Safety Motivation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.67	1	1.0	1.0	1.0
	2.83	1	1.0	1.0	2.0
	3.00	1	1.0	1.0	3.1
	3.17	2	2.0	2.0	5.1
	3.33	6	6.1	6.1	11.2
	3.50	5	5.1	5.1	16.3
	3.67	5	5.1	5.1	21.4
	3.83	7	7.1	7.1	28.6
	4.00	14	14.3	14.3	42.9
	4.17	8	8.2	8.2	51.0
	4.33	15	15.3	15.3	66.3
	4.50	8	8.2	8.2	74.5
	4.67	4	4.1	4.1	78.6
	4.83	4	4.1	4.1	82.7
	5.00	17	17.3	17.3	100.0
	Total	98	100.0	100.0	

Safety Consciousness

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.57	1	1.0	1.0	1.0
	2.71	1	1.0	1.0	2.0
	2.86	2	2.0	2.0	4.1
	3.00	1	1.0	1.0	5.1
	3.14	1	1.0	1.0	6.1
	3.29	6	6.1	6.1	12.2
	3.43	9	9.2	9.2	21.4
	3.57	5	5.1	5.1	26.5
	3.71	3	3.1	3.1	29.6
	3.86	10	10.2	10.2	39.8
	4.00	19	19.4	19.4	59.2
	4.14	5	5.1	5.1	64.3
	4.29	5	5.1	5.1	69.4
	4.43	6	6.1	6.1	75.5
	4.57	6	6.1	6.1	81.6
	4.71	4	4.1	4.1	85.7
	4.86	1	1.0	1.0	86.7
	5.00	13	13.3	13.3	100.0
Total		98	100.0	100.0	

SSTL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	3.1	3.1	3.1
	1.25	1	1.0	1.0	4.1
	1.88	1	1.0	1.0	5.1
	2.00	2	2.0	2.0	7.1
	2.38	1	1.0	1.0	8.2
	2.50	2	2.0	2.0	10.2
	2.63	2	2.0	2.0	12.2
	2.75	1	1.0	1.0	13.3
	2.88	1	1.0	1.0	14.3
	3.00	3	3.1	3.1	17.3
	3.13	9	9.2	9.2	26.5
	3.25	4	4.1	4.1	30.6

SSTL (Continued)

	Frequency	Percent	Valid Percent	Cumulative Percent
3.38	5	5.1	5.1	35.7
3.50	4	4.1	4.1	39.8
3.63	6	6.1	6.1	45.9
3.75	7	7.1	7.1	53.1
3.88	3	3.1	3.1	56.1
4.00	16	16.3	16.3	72.4
4.13	2	2.0	2.0	74.5
4.25	5	5.1	5.1	79.6
4.38	4	4.1	4.1	83.7
4.50	2	2.0	2.0	85.7
4.63	1	1.0	1.0	86.7
4.75	2	2.0	2.0	88.8
5.00	11	11.2	11.2	100.0
Total	98	100.0	100.0	

Safety Compliance

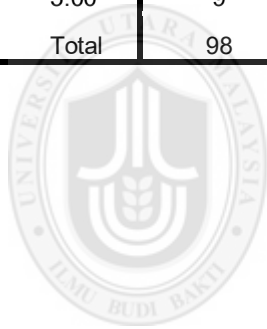
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.43	2	2.0	2.0	2.0
2.71	1	1.0	1.0	3.1
2.86	5	5.1	5.1	8.2
3.00	5	5.1	5.1	13.3
3.14	14	14.3	14.3	27.6
3.29	6	6.1	6.1	33.7
3.43	11	11.2	11.2	44.9
3.57	12	12.2	12.2	57.1
3.71	6	6.1	6.1	63.3
3.86	2	2.0	2.0	65.3
4.00	12	12.2	12.2	77.6
4.14	5	5.1	5.1	82.7
4.29	3	3.1	3.1	85.7
4.43	3	3.1	3.1	88.8
5.00	11	11.2	11.2	100.0
Total	98	100.0	100.0	

SCB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.22	1	1.0	1.0	1.0
	2.41	1	1.0	1.0	2.0
	2.44	1	1.0	1.0	3.1
	2.52	1	1.0	1.0	4.1
	2.56	1	1.0	1.0	5.1
	2.67	3	3.1	3.1	8.2
	2.74	2	2.0	2.0	10.2
	2.81	1	1.0	1.0	11.2
	2.89	1	1.0	1.0	12.2
	2.93	3	3.1	3.1	15.3
	2.96	1	1.0	1.0	16.3
	3.00	4	4.1	4.1	20.4
	3.07	2	2.0	2.0	22.4
	3.11	2	2.0	2.0	24.5
	3.15	5	5.1	5.1	29.6
	3.22	5	5.1	5.1	34.7
	3.26	1	1.0	1.0	35.7
	3.37	1	1.0	1.0	36.7
	3.41	2	2.0	2.0	38.8
	3.44	6	6.1	6.1	44.9
	3.48	2	2.0	2.0	46.9
	3.52	1	1.0	1.0	48.0
	3.56	4	4.1	4.1	52.0
	3.59	4	4.1	4.1	56.1
	3.63	4	4.1	4.1	60.2
	3.67	2	2.0	2.0	62.2
	3.70	1	1.0	1.0	63.3
	3.74	1	1.0	1.0	64.3
	3.78	1	1.0	1.0	65.3
	3.85	3	3.1	3.1	68.4
	3.89	2	2.0	2.0	70.4
	3.93	2	2.0	2.0	72.4
	4.00	3	3.1	3.1	75.5
	4.07	2	2.0	2.0	77.6

SCB (Continued)

	Frequency	Percent	Valid Percent	Cumulative Percent
4.11	1	1.0	1.0	78.6
4.15	1	1.0	1.0	79.6
4.19	1	1.0	1.0	80.6
4.22	1	1.0	1.0	81.6
4.26	1	1.0	1.0	82.7
4.30	1	1.0	1.0	83.7
4.33	1	1.0	1.0	84.7
4.37	2	2.0	2.0	86.7
4.41	2	2.0	2.0	88.8
4.48	1	1.0	1.0	89.8
4.81	1	1.0	1.0	90.8
5.00	9	9.2	9.2	100.0
Total	98	100.0	100.0	



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Correlations

Correlations

		Safety Knowledge	Safety Motivation	Safety Consciousness	SST	Safety Compliance	Safety Participation	SCB
Safety Knowledge	Pearson Correlation	1	.707**	.777**	.502**	.642**	.702**	.618**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	98	98	98	98	98	98	98
Safety Motivation	Pearson Correlation	.707**	1	.712**	.424**	.613**	.725**	.584**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	98	98	98	98	98	98	98
Safety Consciousness	Pearson Correlation	.777**	.712**	1	.603**	.551**	.655**	.612**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	98	98	98	98	98	98	98
SST	Pearson Correlation	.502**	.424**	.603**	1	.504**	.555**	.638**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	98	98	98	98	98	98	98
Safety Compliance	Pearson Correlation	.642**	.613**	.551**	.504**	1	.694**	.771**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	98	98	98	98	98	98	98
Safety Participation	Pearson Correlation	.702**	.725**	.655**	.555**	.694**	1	.755**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	98	98	98	98	98	98	98
SCB	Pearson Correlation	.618**	.584**	.612**	.638**	.771**	.755**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	98	98	98	98	98	98	98

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

Regression 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	SST, Safety Motivation, Safety Knowledge, Safety Consciousness ^b		Enter

a. Dependent Variable: Safety Compliance

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.709 ^a	.503	.482	.46164

a. Predictors: (Constant), SST, Safety Motivation, Safety Knowledge, Safety Consciousness

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	20.069	4	5.017	23.542	.000 ^b
	Residual	19.819	93	.213		
	Total	39.888	97			

a. Dependent Variable: Safety Compliance

b. Predictors: (Constant), SST, Safety Motivation, Safety Knowledge, Safety Consciousness

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.402	.365		1.099	.274		
	Safety Knowledge	.426	.135	.391	3.151	.002	.346	2.886
	Safety Motivation	.365	.124	.327	2.945	.004	.433	2.310
	Safety Consciousness	-.147	.145	-.137	-1.017	.312	.295	3.390
	SST	.178	.065	.251	2.735	.007	.633	1.579

a. Dependent Variable: Safety Compliance

Collinearity Diagnostics^a

Model	Dimension	Eigen value	Condition Index	Variance Proportions				
				(Constant)	Safety Knowledge	Safety Motivation	Safety Consciousness	SST
1	1	4.944	1.000	.00	.00	.00	.00	.00
	2	.034	12.059	.07	.01	.02	.00	.81
	3	.012	20.431	.88	.11	.04	.06	.10
	4	.006	29.410	.05	.35	.91	.05	.03
	5	.004	33.194	.00	.54	.04	.89	.07

a. Dependent Variable: Safety Compliance

Regression 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	SST, Safety Motivation, Safety Knowledge, Safety Consciousness ^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	.744 ^a	.553	.534	.46617

a. Predictors: (Constant), SST, Safety Motivation, Safety Knowledge, Safety Consciousness

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.007	4	6.252	28.768	.000 ^b
	Residual	20.210	93	.217		
	Total	45.217	97			

a. Dependent Variable: SCB

b. Predictors: (Constant), SST, Safety Motivation, Safety Knowledge, Safety Consciousness

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.168	.369		.454	.651		
	Safety Knowledge	.271	.137	.234	1.986	.050	.346	2.886
	Safety Motivation	.274	.125	.231	2.189	.031	.433	2.310
	Safety Consciousness	.021	.146	.019	.145	.885	.295	3.390
	SST	.310	.066	.412	4.723	.000	.633	1.579

a. Dependent Variable: SCB

Collinearity Diagnostics^a

Model	Dimension	Eigen value	Condition Index	Variance Proportions				
				(Constant)	Safety Knowledge	Safety Motivation	Safety Consciousness	SST
1	1	4.944	1.000	.00	.00	.00	.00	.00
	2	.034	12.059	.07	.01	.02	.00	.81
	3	.012	20.431	.88	.11	.04	.06	.10
	4	.006	29.410	.05	.35	.91	.05	.03
	5	.004	33.194	.00	.54	.04	.89	.07

a. Dependent Variable: SCB