THE MODERATING EFFECT OF SOCIAL SUPPORT ON THE RELATIONSHIP BETWEEN SAFETY CLIMATE AND SAFETY BEHAVIOUR: A STUDY OF THE JEDDAH CONSTRUCTION INDUSTRY

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THE MODERATING EFFECT OF SOCIAL SUPPORT ON THE RELATIONSHIP BETWEEN SAFETY CLIMATE AND SAFETY BEHAVIOUR: A STUDY OF THE JEDDAH CONSTRUCTION INDUSTRY

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ABSTRACT

Organizational injuries and accident has become a major issue in many countries especially among foreign workers in the construction sector. Investigating safety behaviour of foreign workers in the construction sectors has therefore become priority. This study aims to examine safety behaviour of foreign workers in the Jeddah construction industry by examining the direct relationships between safety climate (management commitment, priority of safety, safety communication and feedback, safety rule and procedures, safety training, worker's involvement in safety and work pressure) and safety behaviour (safety compliance and safety participation). In addition, social support was tested as moderator on these relationships. Partial Least Square Techniques 2.0 (PLS) approach was used to test the hypotheses. Specifically, management commitment, safety rules and procedures, safety training and worker‘s involvement in safety significantly predicts safety compliance. With respect to safety participation, the results showed that management commitment, safety communication, safety rules and procedures and worker‘s involvement significantly predicts safety participation. Results for the moderation effects of social support revealed that the relationship between management commitment and safety compliance, safety training and safety compliance and work pressure and safety compliance were influenced by social support. The results also revealed that social support significantly moderated the relationship between safety communication and safety participation and the relationship between work pressure and safety participation. The finding in this study provides empirical support of social support as moderator and contributes to the role of social exchange theory and can assist construction practitioners in Saudi Arabia on how to improve construction workers safety behaviour. Finally, this study discusses theoretical and practical implications, as well as recommendations for future research.

Keywords: safety climate, safety behaviour, foreign workers, construction industry.

ABSTRAK

Kecederaan dan kemalangan organisasi menjadi isu utama di kebanyakan negara terutamanya dalam kalangan pekerja asing sektor pembinaan. Oleh itu, penyelidikan tentang tingkah laku keselamatan pekerja asing dalam sektor pembinaan menjadi keutamaan. Kajian ini bertujuan untuk menyelidik tingkah laku keselamatan pekerja asing dalam industri pembinaan di Jeddah dengan mengkaji hubungan langsung antara iklim keselamatan (komitmen pengurusan, keutamaan keselamatan, komunikasi keselamatan dan maklum balas, peraturan dan prosedur keselamatan, latihan keselamatan, penglibatan pekerja dalam keselamatan dan tekanan kerja) dengan tingkah laku keselamatan (pematuhan keselamatan dan penyertaan keselamatan). Di samping itu, sokongan sosial diuji sebagai pengantara bagi hubungan ini. Pendekatan Kuasa Dua Terkecil Separa 2.0 (PLS) digunakan untuk menguji hipotesis. Secara khususnya, komitmen pengurusan, peraturan dan prosedur keselamatan, latihan keselamatan dan penglibatan pekerja dalam keselamatan meramalkan pematuhan keselamatan secara signifikan. Dari segi penyertaan keselamatan pula, keputusan menunjukkan komitmen pengurusan, komunikasi keselamatan, peraturan dan prosedur keselamatan serta penglibatan pekerja meramalkan penyertaan keselamatan secara signifikan. Keputusan bagi kesan pengantaraan sokongan sosial menunjukkan bahawa hubungan antara komitmen pengurusan dan pematuhan keselamatan, latihan keselamatan dan pematuhan keselamatan serta tekanan kerja dan pematuhan keselamatan dipengaruhi oleh sokongan sosial. Keputusan juga menunjukkan bahawa sokongan sosial mengantarakan hubungan antara komunikasi keselamatan dengan penyertaan keselamatan dan hubungan antara tekanan kerja dengan penyertaan keselamatan. Dapatan kajian ini memberikan sokongan empirik terhadap sokongan sosial sebagai pengantara dan menyumbang kepada peranan teori pertukaran sosial serta membantu pengamal sektor pembinaan di Arab Saudi tentang cara memperbaiki tingkah laku keselamatan pekerja pembinaan. Akhir sekali, kajian ini turut membincangkan implikasi teori dan praktikal serta cadangan untuk penyelidikan pada masa hadapan.

Kata kunci: Iklim keselamatan, Tingkah laku keselamatan, Pekerja asing, Industri pembinaan.

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LIST OF ABBREVIATIONS

AVE	Average Variance Extracted
CR	Composite Reliability
DOSH	Directorate of Occupational Safety and Health
GDP	Gross Domestic Product
GOSI	General Organization for Social Insurance
ILO	International Labour Organization
JDURC	Jeddah Development and Urban Regeneration Company
MEP	Ministry of Economy and Planning
MLSD	Ministry of Labour and Social Development
NHS	National Health Service
OHB	Occupational Hazards Branch
OHSAS	Occupational Health and Safety Assessment Series
OSH	Occupational Safety and Health
PLS-SEM	Partial Least Squares Structural Equation Modeling
PPE	Personal protective equipment

PTSD	Post-Traumatic Stress Disorder
QWL	Perceived Quality of Work Life
SACM	Arabian Cultural Mission
SET	Social Exchange Theory
SMPs	Safety Management Practices
SMS	Safety Management System
SPSS	Statistical Package for Social Sciences
UK	United Kingdom
US	United States

CHAPTER ONE

INTRODUCTION

1.1 Background of Study

A report presented by the International Labour Organization (ILO, 2012) indicates that approximately 2.3 million people suffer an untimely death annually due to occupational hazards. This means that an average of 6000 people die every day as a result of either a work-related accident or a disease linked to an industrial process or product, which results in a total of 2.3 million work-related deaths worldwide per year (Yun et al., 2013). This figure includes approximately 350,000 deaths that occur following an accident in the workplace and more than 1.7 million diseases that can be directly attributed to work (Bartolo, 2012). The ILO states that a major occupational accident can be classified as an accident that causes injury to three or more people or the death of at least one person at the time it occurs.

Every year, hundreds of thousands of employees are injured at work, while billions of dollars are consumed as a result of medical costs, disability payments, increased insurance premiums and decreased productivity (Mahoney & Marshall, 2010). For example, the financial cost of such safety-related incidents is estimated to be approximately US$1 billion per week (Occupational Safety & Health Administration, 2015). Such occupational accidents are therefore associated with huge economic and social costs. In addition to those costs, accidents result in an increase in the time taken to complete a project

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Appendix A
English Language Research Questionnaire

Dear Sir/Madam,

I am Bassem Alfayez, a PhD student at the School of Business Management of Universiti Utara Malaysia. You are cordially invited to participate in a study that aims to investigate safety climate and safety behaviour. Findings of this study will offer practical recommendations on how organizations in Saudi Arabia can enhance their foreign employee's safety behavior in the construction sector. Your participation is voluntary. Kindly complete the attached survey. This should not take more than 15 minutes of your valuable time. The survey collects no identifying information. All of the responses in the survey will be recorded anonymously and will be treated in a confidential manner.

If you have any questions regarding the survey or this research project in general, please contact me at balfayez@hotmail.com or my supervisor, Assoc. Prof. Dr. Chandrakantan Subramaniam (chandra@uum.edu.my) or Dr. Md. Lazim Mohd Zin (lazim@uum.edu.my) otherwise you can call me at 0565555528.

I will appreciate it if you can complete the survey within a week, after which I will personally collect it from you. By completing this survey, you are indicating your consent to participate in the study.

Your participation is appreciated.

Thank you and have a good day.

Yours sincerely,

Bassem Alfayez
PhD Student
School of Business Management
Universiti Utara Malaysia

SECTION A: Demographic Information

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

1. Nature of work:

☐ Electrician	☐ Iron Worker	☐ Driller	☐ Plumber
☐ Drywall Finisher	☐ Carpenter	☐ Crane Operator	☐ Concrete Laborer
☐ Equipment Operator	☐ Painter	☐ Others, please specify_____	

2. Gender: ☐ Male ☐ Female

3. Age: _____ years

4. Highest education level:

☐ Certificate or lower ☐ Diploma ☐ Bachelor degree
☐ Others, please specify _____

5. Country of origin _____
6. Your mother tough (Language which you speak)_____
7. Years of experience _____ years
8. Years of experience in the present organization _____ years
9. Years of experience working abroad _____ years
10. Have you ever had any occupational accident ever since you started working in this present organization?

☐ Yes ☐ No

11. How frequent do you encounter with workplace accident in this present organization?

☐ Never ☐ Sometimes ☐ Fairly Often ☐ Very Often ☐ Always

12. Have you attended any occupational safety training?

☐ Yes ☐ No

13. How frequent do you attend occupational safety training in this present organization?

☐ Never ☐ Sometimes ☐ Fairly Often ☐ Very Often ☐ Always

SECTION B: Safety Climate

Considering only your perception, please circle the most appropriate answer to you based on the scale below:

1	2	3	4	5
Strongly Disagree	Disagree	Undecided/Neutral	Agree	Strongly Agree

1	In my workplace management acts quickly to correct safety problems.	1	2	3	4	5
2	Management acts decisively when a safety concern is raised.	1	2	3	4	5
3	In my workplace management turn a blind eye to safety issues.	1	2	3	4	5
4	Corrective action is always taken when management is told about unsafe practices.	1	2	3	4	5
5	In my workplace management show interest in my safety.	1	2	3	4	5
6	Management acts only after accidents have occurred.	1	2	3	4	5
7	Management express concern if safety procedures are not adhered to.	1	2	3	4	5
8	Management clearly considers the safety of foreign workers of great importance.	1	2	3	4	5
9	I believe that safety issues are not assigned a high priority.	1	2	3	4	5
10	Safety procedures are carefully followed.	1	2	3	4	5
11	Management considers safety to be equally as important as work project progress.	1	2	3	4	5
12	Workers have enough time to carry out their tasks.	1	2	3	4	5
13	There are enough workers to carry out the required work.	1	2	3	4	5
14	There is sufficient ―thinking time" to enable workers to plan and carry out their work to an adequate standard.	1	2	3	4	5
15	Problems arising from factors outside worker's control can be accommodated without negatively affecting safety.	1	2	3	4	5
16	Time schedules for completing work projects are realistic.	1	2	3	4	5
17	Workload is reasonably balanced.	1	2	3	4	5
18	My management gives comprehensive training to the foreign workers in workplace safety issues.	1	2	3	4	5
19	Newly foreign recruits are trained adequately to learn safety rules and procedures.	1	2	3	4	5
20	Safety issues are given high priority in training programmes.	1	2	3	4	5

	1 Strongly Disagree	2 Disagree	3 Undecided/Neutral	4 Agree	5 Strongly Agree				
21	Management encourages the foreign workers to attend safety training programmes.				1	2	3	4	5
22	Safety training given to me is adequate to enable to me to assess hazards in workplace.				1	2	3	4	5
23	There is good communication here about safety issues which affect me.				1	2	3	4	5
24	Safety information is always brought to my attention by the management.				1	2	3	4	5
25	My management does not always inform me of current concerns and issues.				1	2	3	4	5
26	Management operates an open door policy on safety issues.				1	2	3	4	5
27	I do not receive praise for working safely.				1	2	3	4	5
28	Safety rules and procedures are always practical.				1	2	3	4	5
29	Safety rules and procedures can be followed without conflicting with work practices.				1	2	3	4	5
30	Safety rules and procedures are followed even when a job is rushed.				1	2	3	4	5
31	In my workplace opinions are always welcomed from foreign employees before making final decisions on safety related matters.				1	2	3	4	5
32	My workplace has safety committee consisting of representative of management and foreign employees.				1	2	3	4	5
33	Management promotes foreign employees involvement in safety related matters.				1	2	3	4	5
34	Management consults with foreign workers regularly about workplace safety issues.				1	2	3	4	5

SECTION C: Social Support

Considering only your perception, please circle the most appropriate answer to you based on the scale below:

1	2	3	4	5
Not at all	**A little bit**	**Somewhat**	**Quite a bit**	**Very much**

1	How easily can you talk to your supervisor?	1	2	3	4	5
2	How much can you rely on your supervisor when there are difficulties?	1	2	3	4	5
3	How much does your supervisor recognize and value your job?	1	2	3	4	5
4	How much does your supervisor cooperate with you to solve when there are difficulties?	1	2	3	4	5
5	How much support do you receive from your supervisor?	1	2	3	4	5
6	How easily can you talk to your coworker?	1	2	3	4	5
7	How much can you rely on your coworker when there are difficulties?	1	2	3	4	5
8	How much does your coworker recognize and value your job?	1	2	3	4	5
9	How much does your coworker cooperate with you to solve when there are difficulties?	1	2	3	4	5
10	How much support do you receive from your coworker?	1	2	3	4	5
11	How easily can you talk to your family?	1	2	3	4	5
12	How much can you rely on your family when there are difficulties?	1	2	3	4	5
13	How much does your family recognize and value your job?	1	2	3	4	5
14	How much does your family cooperate with you to solve when there are difficulties?	1	2	3	4	5
15	How much support do you receive from your family?	1	2	3	4	5

SECTION D: Safety Behaviour

Considering only your perception, please circle the most appropriate answer to you based on the scale below:

1 Strongly Disagree	2 Disagree	3 Undecided/Neutral	4 Agree	5 Strongly Agree

1	I use necessary safety equipment to do my job.	1	2	3	4	5
2	I carry out my work in a safe manner.	1	2	3	4	5
3	I follow correct safety rules and procedures while carrying out my job.	1	2	3	4	5
4	I ensure the highest levels of safety when I carry out my job.	1	2	3	4	5
5	I always point out to the management if any safety related matters are noticed in my workplace.	1	2	3	4	5
6	I put extra effort to improve the safety of the workplace.	1	2	3	4	5
7	I voluntarily carryout tasks or activities that help to improve workplace safety.	1	2	3	4	5
8	I encourage my co-workers to work safely.	1	2	3	4	5

Thanks so much for taking the time to answer the questionnaires

Your cooperation highly appreciated

Appendix B
Arabic Language Research Questionnaire

السادة الأعزاء،

تحية طيبة وبعد،،،

أنا السيد/ باسم الفايز، باحث دكتوراه في إدارة الأعمال، جامعة اوتارا ماليزيا، أدعوكم للمشاركة في هذه الدراسة التي تهدف إلى فحص ممارسات السلامة التنظيمية وسلوك السلامة، حيث تطرح نتائج هذه الدراسة توصيات عملية عن كيفية تعزيز المنظمات في المملكة العربية السعودية لسلوك سلامة موظفيهم الأجانب في قطاع الإنشاء.

المشاركة تطوعية، لذا يرجى ملء استطلاع الرأي المرفق، ولن يستغرق هذا الأمر أكثر من 15 دقيقة من وقتك القيم.

ولا يوجد في هذا الاستطلاع أية معلومات شخصية، وسوف تُسجل جميع أجوبة وردود الأفعال على هذا الاستطلاع كل على حدة وسيتم التعامل مع ذلك بطريقة سرية.

في حالة وجود أي استفسار حول استطلاع الرأي هذا أو مشروع البحث بشكل عام، يرجى مراسلتي على balfayez@hotmail.com أو من خلال المشرف الخاص بي الأستاذ الدكتور/ تشاندراكانتان سوبرامانيام chandra@uum.edu.my أو الدكتور/ محمد لزيم محمد زين lazim@uum.edu.my أو الاتصال بي مباشرةً على الرقم (0565555528)

سوف اكون ممتنا في حال اكمالك لاستطلاع الرأي هذا خلال أسبوع واحد حتى أتمكن بعد ذلك من جمعه، وبإكمالك لاستطلاع الرأي هذا، تعد هذه موافقة منك على المشاركة في هذه الدراسة.

اقدر مشاركتك.

اشكرك على ذلك ونتمنى لك يوم جيد.

وتفضلوا بقبول فائق الاحترام والتقدير،،،

السيد/ باسم الفايز

باحث دكتوراه في إدارة الأعمال، جامعة اوتارا ماليزيا

القسم (أ): معلومات ديموغرافية:

يرجى ملئ المربع الفارغ بعلامة (✓) في المربعات المناسبة التي تتفق مع إجابتك على الأسئلة الموضحة أدناه:

1- طبيعة العمل:

☐ أعمال كهربائية ☐ عامل حديد ☐ حفار ☐ سباك

☐ عامل تشطيب ☐ نجار ☐ مشغل الرافعة ☐ عامل خرسانة

☐ مشغل المعدات ☐ دهان ☐ أخرى، يرجى تحديد ذلك_____

2- الجنس: ☐ ذكر ☐ أنثى

3- العمر: ____ سنة

4- مستوى التعليم:

☐ شهادة دراسية أو أقل ☐ دبلومه ☐ درجة البكالوريوس

☐ أخرى، يرجى تحديد ذلك___

5- بلد المنشأ:_____

6- اللغة الأم (اللغة التي تتحدث بها):_____

7- سنوات الخبرة _____ سنة

8- سنوات الخبرة أثناء عملك في المنظمة الحالية _____ سنة

9- سنوات الخبرة أثناء عملك في الخارج _____ سنة

10- هل تعرضت إلى أي حادثة مهنية من قبل منذ بدء عملك في هذه المنظمة؟

☐ نعم ☐ لا

11- كم عدد المرات التي تعرضت فيها لحادثة عمل في هذه المنظمة؟

☐ أبدًا ☐ أحيانًا ☐ غالبًا ☐ كثيرًا ☐ دائمًا

12- هل حضرت أي تدريب للسلامة المهنية من قبل؟

☐ نعم ☐ لا

13- كم عدد المرات التي حضرت فيها تدريب للسلامة المهنية في هذه المنظمة؟

☐ أبدًا ☐ أحيانًا ☐ غالبًا ☐ كثيرًا ☐ دائمًا

القسم (ب): ممارسات السلامة التنظيمية:

بناءاً على ادراكك فقط، يرجى وضع دائرة حول أكثر اجابة تناسبك استنادًا على الهيكل الموضح أدناه:

1	2	3	4	5
لا أوافق بشدة	لا أوافق	لم أقرر أو محايد	أوافق	أوافق بشدة

1- أتصرف بسرعة في أماكن العمل الخاصة بي لحل المشاكل المتعلقة بالسلامة	1	2	3	4	5
2- الادارة تتصرف بشكل سليم عند وجود مشاكل تتعلق بالسلامة	1	2	3	4	5
3-الادارة تتغاضى عن الأمور المتعلقة بالسلامة في أماكن العمل الخاصة بي	1	2	3	4	5
4- تتخذ الأعمال التصحيحية دائمًا عند اخبار الإدارة بممارسات غير آمنة	1	2	3	4	5
5- تبدى الادارة الاهتمام بسلامتك الخاصة في اماكن العمل	1	2	3	4	5
6- تتخذ الأفعال الإدارية فقط عند وقوع أي حادثة	1	2	3	4	5
7- تعبر الإدارة عن مخاوفها في حالة عدم الالتزام بإجراءات السلامة	1	2	3	4	5
8- تعتبر الإدارة أن سلامة العمال الأجانب من الأمور الهامة جدًا	1	2	3	4	5
9- أعتقد أن الأمور المتعلقة بالسلامة ليست من الأولويات القصوى	1	2	3	4	5
10- اجراءات السلامة متبعه بحرص	1	2	3	4	5
11- تعتبر الإدارة أن السلامة لا تقل أهمية عن انجاز العمل	1	2	3	4	5
12- يمتلك العمال الوقت الكافي لتنفيذ مهامهم	1	2	3	4	5
13- هناك ما يكفى من العمال لتنفيذ العمل المطلوب	1	2	3	4	5
14- هناك وقت كاف للتفكير لتمكين العمال من التخطيط وتنفيذ أعمالهم بالمعايير المناسبة	1	2	3	4	5
15- يمكن أن تناقش المشاكل التي تنشأ من المصانع خارج سيطرة العمال دون التأثير بشكل سلبي على السلامة	1	2	3	4	5
16- الجداول الزمنية لاستكمال مشاريع الأعمال واقعية	1	2	3	4	5
17- ضغط العمل متوازن بشكل مناسب	1	2	3	4	5
18- تقدم الإدارة الخاصة بي تدريب متكامل للعمال الأجانب في الأمور المتعلقة بسلامة مكان العمل	1	2	3	4	5
19- يتم تدريب المعينين الأجانب الجدد بشكل مناسب لتعليمهم قواعد وإجراءات السلامة	1	2	3	4	5
20- تعتبر الأمور المتعلقة بالسلامة من الأولويات القصوى في البرامج التدريبية	1	2	3	4	5
21- تشجع الإدارة العمال الأجانب على حضور البرامج التدريبية المتعلقة بالسلامة	1	2	3	4	5

1 لا أوافق بشدة	2 لا أوافق	3 لم أقرر أو محايد	4 أوافق	5 أوافق بشدة

22- التدريب المتعلق بالسلامة المقدم لي مناسب حتى أتمكن من تقييم المخاطر في مكان العمل	1	2	3	4	5
23- هناك اتصال جيد حول الأمور المتعلقة بالسلامة التي تؤثر عليك	1	2	3	4	5
24- دائما يتم اعطائي معلومات متعلقة بالسلامة من قبل الادارة	1	2	3	4	5
25- لا تبلغني الإدارة دائمًا بالمخاوف والأمور الحالية	1	2	3	4	5
26- تقوم الإدارة بتشغيل سياسة الباب المفتوح في الأمور المتعلقة بالسلامة	1	2	3	4	5
27- لا اتلقى أي إطراء عن العمل الآمن	1	2	3	4	5
28- تعتبر قواعد وإجراءات السلامة عملية دائما	1	2	3	4	5
29- يمكن اتباع قواعد وإجراءات السلامة دون تضارب مع ممارسات العمل	1	2	3	4	5
30- تتبع قواعد وإجراءات السلامة حتى عند ضغط العمل	1	2	3	4	5
31- ترحب الادارة دائمًا بآراء بالموظفين الأجانب المتعلقة بمكان العمل قبل اتخاذ القرارات النهائية الخاصة بمواضيع السلامة	1	2	3	4	5
32- يحتوي مكان العمل الخاص بك على لجنة آمنة تتكون من ممثل لموظفي الإدارة والموظفين الأجانب	1	2	3	4	5
33- تعزز الإدارة من مشاركة الموظفين الأجانب في الأمور المتعلقة بالسلامة	1	2	3	4	5
34- تستشير الإدارة العمال الأجانب بشكل منتظم عن الأمور المتعلقة بسلامة مكان العمل	1	2	3	4	5

القسم (ج): الدعم الاجتماعي:

بناءًا على ادراكك فقط، يرجى وضع دائرة حول أكثر اجابة تناسبك استنادًا على الهيكل الموضح أدناه:

1	2	3	4	5
ليس دائماً	ربما	الى حد ما	غالبا	دائما

1- ما مدى سهولة التحدث الى المشرف الخص بك؟	1	2	3	4	5	
2- إلى أي مدى يمكن الاعتماد على المشرف الخاص بك عند مواجهة الصعوبات؟	1	2	3	4	5	
3- إلى أي مدى يمكن للمشرف الخاص بك تحديد وتقييم عملك؟	1	2	3	4	5	
4- إلى أي مدى يمكن للمشرف الخاص بك التعاون معك لحل الصعوبات؟	1	2	3	4	5	
5- ما مدى الدعم الذى تتلقاه من المشرف الخاص بك؟	1	2	3	4	5	
6- ما مدى سهولة التحدث الى زميلك في العمل؟	1	2	3	4	5	
7- إلى أي مدى يمكن الاعتماد على زميلك في العمل عند مواجهة الصعوبات؟	1	2	3	4	5	
8- إلى أي مدى يمكن لزميلك في العمل تحديد وتقييم عملك؟	1	2	3	4	5	
9- إلى أي مدى يمكن لزميلك في العمل التعاون معك لحل الصعوبات؟	1	2	3	4	5	
10- ما مدى الدعم الذى تتلقاه من زميلك في العمل؟	1	2	3	4	5	
11- ما مدى سهولة التحدث مع افراد عائلتك؟	1	2	3	4	5	
12- إلى أي مدى يمكن الاعتماد على عائلتك عند مواجهة الصعوبات؟	1	2	3	4	5	
13- إلى أي مدى يمكن لعائلتك تحديد وتقييم عملك؟	1	2	3	4	5	
14- إلى أي مدى يمكن لعائلتك التعاون معك لحل الصعوبات؟	1	2	3	4	5	
15- ما مدى الدعم الذى تتلقاه من افراد عائلتك؟	1	2	3	4	5	

القسم (د): سلوك السلامة:

بناءًا على ادراكك فقط، يرجى وضع دائرة حول أكثر اجابة تناسبك استنادًا على الهيكل الموضح أدناه:

1	2	3	4	5
لا أوافق بشـدة	لا أوافق	لم أقرر أو محايد	أوافق	أوافق بشـدة

1- استخدم معدات السلامة الضرورية للقيام بعملي	1	2	3	4	5	
2- أقوم بعملي بطريقة آمنة	1	2	3	4	5	
3- اتبع قواعد وإجراءات السلامة الصحيحة عند القيام بعملي	1	2	3	4	5	
4- أضمن أعلى درجات السلامة عند القيام بعملي	1	2	3	4	5	
5- دائمًا ابلغ الإدارة في حالة وجود مشاكل تتعلق بالسلامة في مكان عملي	1	2	3	4	5	
6- أبذل جهدا اضافيا لتحسين سلامة مكان العمل	1	2	3	4	5	
7- أقوم بشكل تطوعي بتنفيذ المهام والأنشطة التي تساعد في تطور سلامة العمل	1	2	3	4	5	
8- أشجع زميلي في العمل على قيامة بالعمل بشكل آمن	1	2	3	4	5	

أشكرك جزيلاً على وقتك في الإجابة على الأسئلة

وأقدر تمامًا تعاونك الكامل معنا

Appendix C
Indian Language Research Questionnaire

आदरणीय देवियों और सज्जनों

मेरा नाम बासिम अल्फ़ाइज़ है। मैं औतारा यूनिवर्सिटी मलेशिया में स्कूल ऑफ़ बिज़नेस मैनेजमेंट का पी एच डी स्कॉलर हूं। मैं आप सभी सज्जनों को एक चर्चा में भाग लेने के लिए आमंत्रित कर रहा हूँ। यह चर्चा संगठनात्मक सुरक्षा प्रथाओं और सुरक्षा व्यवहार पर आधारित होगा। इस चर्चा के निष्कर्षों को व्यावहारिक सिफारिशों के तौर पर पेश किया जाएगा की सऊदी अरब में मौजूद ढेर सारी कंपनियां निर्माण क्षेत्र में विदेशी मजदूरों की जानी और माली हिफ़ाज़त में किस तरह का रोल अदा कर सकती हैं।

आप की हाज़री पूरी तरह आप पर निर्भर होगी, किर्पया अटैच्ड प्रश्नावली को भरें , इस के लिए आप के क़ीमती समय में से सिर्फ १५ मिनट से अधिक का समय नहीं जाएगा।

प्रश्नावली में किसी भी प्रकार के पहचान की जानकारी की ज़रूरत नहीं है। तमाम जवाबात गुप्त रखे जाएंगे।

प्रश्नावली या चर्चा पर आधारित किसी भी जानकारी के लिए किर्पया balfayez@hotmail.com पर मेल करें या फिर मेरे सुपरवाइजर प्रोफेसर डॉ. चंद्रकांतन सुब्रमनियम (chandra@uum.edu.my) या डॉ. लाज़िम मोहमद ज़ीन (lazim@uum.edu.my) या मेरे टेलीफोन नंबर 0565555528 पर संपर्क करें।

मेरी सराहना होगी अगर आप एक सप्ताह के भीतर सर्वेक्षण पूरा कर के मुझ को दे दें इस के लिए में खुद आप से भेंट करूँगा। प्रश्नावली को जब आप भर देंगे तो साथ ही चर्चा सभा में आप की हाज़री के लिए स्वीकारित समझी जाएगी।

आप के आने से मुझ को ख़ुशी मिलेगी

आप का
बासिम अल्फ़ाइज़
स्कूल ऑफ़ बिज़नेस मैनेजमेंट
यूनिवर्सिटी ऑफ़ मलेशिया

सेक्शन ए: जनसांख्यिकीय जानकारी

किर्प्या खाली जगह को भरें और नीचे दिए गए प्रश्नों के उत्तर उस की जगह में (√) का चिन्ह लगाएं।

1 - कार्य की प्रकृति

☐ इलेक्ट्रीशियन ☐ आयरन वर्कर ☐ ड्रिलर ☐ प्लम्बर

☐ ड्राई वाल फिनिशर ☐ बढ़ई ☐ क्रेन ऑपरेटर ☐ कंक्रीट मज़दूर

☐ सामान ऑपरेटर ☐ पेंटर ☐ अन्य: कृपिया अस्पष्ट करें

2 - लिंग ☐ पुरुष ☐ महिला

3 - आयु.....साल

4 - शिक्षा का उच्चतम स्तर

☐ सर्टिफिकेट या इस से कम ☐ बेचलर डिग्री

☐ डिप्लोमा ☐ अन्य: कृपिया अस्पष्ट करें

5 - मूल के देश _____

6 - अपनी मातृभाषा (वह भाषा जो आप बोलते हैं)_____

7 - अनुभव की अवधि _____ साल

8 - मौजूदा फर्म में अनुभव की अवधि _____ साल

9 - विदेश में काम करने की अवधि _____ साल

10 - मौजूदा फर्म में काम के दौरान कभी कोई हादसा पेश आया ?

☐ हाँ ☐ नहीं

11 - मौजूदा फर्म में आम तौर पर कितने हादसे होते हैं ?

☐ कभी नहीं ☐ कभी कभी ☐ काफी दफा ☐ अक्सर ☐ हमेशा

12 - क्या आप ने कभी व्यावसायिक प्रशिक्षण कार्यक्रम में भाग लिया ?

☐ हाँ ☐ नहीं

13 - मौजूदा फर्म में आप कितनी दफा व्यावसायिक प्रशिक्षण कार्यक्रम में भाग लेते हैं। ?

☐ कभी नहीं ☐ कभी कभी ☐ काफी दफा ☐ अक्सर ☐ हमेशा

सेक्शन बी: संगठनात्मक सुरक्षा अभ्यासें

सिर्फ आप अपने हिसाब से नीचे दिए गए पैमाना के तहत अपने मनासिब जवाब को घेर दें:

1	2	3	4	5
भर पूर असहमत	असहमत	अनिर्णीत / निष्पक्ष	सहमत	भर पूर सहमत

1	मेरे फर्म में सेफ्टी इशू को हल करने के लिए मैनेजमेंट तुरंत हरकत में आ जाती है।	1	2	3	4	5
2	सेफ्टी प्रॉब्लम होते ही मैनेजमेंट कोई निर्णायक रवैया अपनाती है।	1	2	3	4	5
3	मेरे फर्म में किसी भी सेफ्टी प्रॉब्लम होने के बावजूद मैनेजमेंट अपनी आँखें मूँद लेती है।	1	2	3	4	5
4	किसी भी तरह के असुरक्षित प्रथाओं की जानकारी मिलते ही मैनेजमेंट सही फैसला लेती है।	1	2	3	4	5
5	मेरे फर्म में मैनेजमेंट हमारी सलामती व सुरक्षा को पहले नंबर पर रखती है।	1	2	3	4	5
6	जब कोई हादसा पेश आता है तब मैनेजमेंट हरकत में आती है।	1	2	3	4	5
7	जब सलामती व सुरक्षा से मिलते जुलते प्रथाओं में डिस्टर्बे होने लगे तो मैनेजमेंट अस तरफ ध्यान देती है।	1	2	3	4	5
8	मैनेजमेंट विदेशी कामगारों के सुरक्षा को पहले नंबर पर रखती है।	1	2	3	4	5
9	मैं मानता हूँ की सेफ्टी से मिलते जुलते इशू को सुरक्षा को पहले नंबर पर नहीं रखते हैं।	1	2	3	4	5
10	सलामती व सुरक्षा से मिलते जुलते प्रथाओं पर अच्छी तरह अमल किया जाता है।	1	2	3	4	5
11	वर्क प्रॉजेक्ट को आगे बढ़ाने के लिए मैनेजमेंट सलामती व सुरक्षा से मिलते जुलते पॉलिसी को भी पहले नंबर पर रखते हैं।	1	2	3	4	5
12	वर्कर्स को अपना काम पूरा करने के लिए पूरा मौक़ा मिलता है।	1	2	3	4	5
13	दिए गए काम के लिए वर्कर्स की तादाद काफी है।	1	2	3	4	5
14	काम के मुनासिब स्तर को बाक़ी रखने की ग़र्ज़ से प्लानिंग और सोच विचार करने के लिए वर्कर्स को पूरी गुंजाईश मिल जाती है।	1	2	3	4	5
15	ऐसे इशू जिन को हल करना नामुमकिन हो ऐसे टाइम पर वर्कर्स को सलामती व सुरक्षा के साथ बेहतर सहूलियत दी जाती है।	1	2	3	4	5
16	प्रोजेक्ट को पूरा करने के लिए शेड्यूल काफी होता है।	1	2	3	4	5

1 भर पूर असहमत	2 असहमत	3 अनिर्णीत / निष्पक्ष	4 सहमत	5 भर पूर सहमत

17	काम का बोझ हद तक संतुलित रहता है।	1	2	3	4	5
18	हमारी मैनेजमेंट फर्म के अंदर विदेशी कामगारों के लिए सेफ्टी इशू से मिलते जुलती बेहतर ट्रेनिंग का परबंध करती है।	1	2	3	4	5
19	नए विदेशी कामगारों को सेफ्टी क़ानून बताने के लिए बेहतर ट्रेनिंग का परबंध करती है।	1	2	3	4	5
20	ट्रेनिंग प्रोग्रामों में सेफ्टी इशू को बहुत महत्व दिया जाता है।	1	2	3	4	5

1 भर पूर असहमत	2 असहमत	3 अनिर्णीत / निष्पक्ष	4 सहमत	5 भर पूर सहमत

21	सेफ्टी ट्रेनिंग प्रोग्रामों में भाग लेने के लिए मैनेजमेंट विदेशी कामगारों की काफी सराहना करती है।	1	2	3	4	5
22	सेफ्टी ट्रेनिंग मुझ को दी गई इस से अपने फर्म में किसी भी खतरे को जांचने में मुझ को कोई दिक्क़त ना आए।	1	2	3	4	5
23	सेफ्टी इशू को दूर करने के लिए यहां पर बेहतर सुविधा मौजूद है।	1	2	3	4	5
24	मुझ को मैनेजमेंट के माध्यम से सेफ्टी से मिलते जुलते अनुदेश मिलते रहते हैं।	1	2	3	4	5
25	हमारी मैनेजमेंट मौजूदा सेफ्टी प्रब्लेम्स से मिलते जुलते अनुदेश नहीं देती है।	1	2	3	4	5
26	मैनेजमेंट सेफ्टी इशू के लिए एक ओपन डोर पॉलिसी चलाती है।	1	2	3	4	5
27	बाहिफ़ाज़त काम ख़त्म करने पर मेरे काम को सराहा नहीं जाता है।	1	2	3	4	5
28	सेफ्टी अनुदेश और तरीका हमेशा व्यावहारिक रूप से अंजाम दिया जाता है।	1	2	3	4	5
29	काम के दौरान भी सेफ्टी अनुदेश का पालण किया जासकता है।	1	2	3	4	5
30	सेफ्टी अनुदेश पर काम के ख़त्म होने के बाद भी अमल किया जासकता है।	1	2	3	4	5
31	सेफ्टी से मिलते जुलते मामलों में हमारे फर्म के अंदर विदेशी कामगारों के राय को महत्व दिया जाता है।	1	2	3	4	5
32	हमारे फर्म में मैनेजमेंट और विदेशी कामगारों के प्रतिनिधियों पर सम्मिलित एक सेफ्टी समिति मौजूद है।	1	2	3	4	5
33	सेफ्टी से मिलते जुलते मामलों में हमारे फर्म के अंदर विदेशी कामगारों की भागीदारी के लिए मैनेजमेंट हमेशा उभारती रहती है।	1	2	3	4	5
34	मैनेजमेंट हमेशा फर्म के अंदर सेफ्टी से मिलते जुलते मामलों पर विदेशी कामगारों के साथ पारस्परिक विचार-विमर्श करती रहती है।	1	2	3	4	5

सेक्शन सी: सामाजिक समर्थन

सिर्फ आप अपने हिसाब से नीचे दिए गए पैमाना के तहत अपने मनासिब जवाब को घेर दें:

1 बिलकुल नहीं	2 थोड़ा	3 बहुत थोड़ा	4 बहुत	5 बहुत ज़्यादा

1	आप कितनी आसानी के साथ अपने सुपरवाइजर से बात कर लेते हैं?	1	2	3	4	5
2	कोई इशू आ जाने पर आप अपने सुपरवाइजर पर कितना निर्भर होते हैं?	1	2	3	4	5
3	आप का सुपरवाइजर आप के काम को कितना नोटिस करता है और वैल्यू देता है?	1	2	3	4	5
4	किसी भी क़िस्म के प्रोब्लेम्स जाने पर आप का सुपरवाइजर इन को सुलझाने के लिए कितना मददगार साबित होता है ?	1	2	3	4	5
5	आप अपने सुपरवाइजर से कितनी मदद लेते हैं?	1	2	3	4	5
6	आप कितनी आसानी के साथ अपने साथी से बात कर लेते हैं?	1	2	3	4	5
7	कोई इशू आ जाने पर आप अपने साथी पर कितना निर्भर होते हैं?	1	2	3	4	5
8	आप का साथी आप के काम को कितना नोटिस करता है और वैल्यू देता है?	1	2	3	4	5
9	किसी भी क़िस्म के प्रोब्लेम्स जाने पर आप का साथी इन को सुलझाने के लिए कितना मददगार साबित होता है ?	1	2	3	4	5
10	आप अपने साथी से कितनी मदद लेते हैं?	1	2	3	4	5
11	आप कितनी आसानी के साथ अपनी फैमिली से बात कर लेते हैं?	1	2	3	4	5
12	कोई इशू आ जाने पर आप अपनी फैमिली पर कितना निर्भर होते हैं?	1	2	3	4	5
13	आप की फैमिली आप के काम को कितना नोटिस करता है और वैल्यू देता है?	1	2	3	4	5
14	किसी भी क़िस्म के प्रोब्लेम्स जाने पर आप अपनी फैमिली इन को सुलझाने के लिए कितना मददगार साबित होता है?	1	2	3	4	5

15	आप अपनी फैमिली से कितनी मदद लेते हैं?	1	2	3	4	5

सेक्शन डी: सुरक्षा व्यवहार

सिर्फ आप अपने हिसाब से नीचे दिए गए पैमाना के तहत अपने मनासिब जवाब को घेर दें:

1	2	3	4	5
भर पूर असहमत	**असहमत**	**अनिर्णीत / निष्पक्ष**	**सहमत**	**भर पूर सहमत**

1	मैं अपना काम करते समय सुरक्षा उपकरण का उपयोग करता हूं।	1	2	3	4	5
2	मैं सही ढंग से अपने काम को अंजाम देता हूँ।	1	2	3	4	5
3	मैं अपने काम को पूरा करते समय सही सुरक्षा उपकरण का उपयोग करता हूं।	1	2	3	4	5
4	मैं अपने काम को ख़त्म करते समय सुरक्षा का भरपूर ख्याल रखता हूँ।	1	2	3	4	5
5	फर्म के अंदर कभी भी सुरक्षा से संबंध किसी भी तरह की गड़बड़ी का पता मिलने पर तुरंत मैनेजमेंट को इस की खबर देता हूँ।	1	2	3	4	5
6	मैं फर्म के अंदर सुरक्षा को बढ़ावा देने की हर दम चेष्टा में रहता हूँ।	1	2	3	4	5
7	मैं फर्म के अंदर कुछ इस तरह की एक्टिविटी करता रहता हूँ जिस से की सुरक्षा क़ायम रहे।	1	2	3	4	5
8	मैं अपने साथियों को सुरक्षा बरतने की प्रोत्साहित करता रहता हूँ।	1	2	3	4	5

प्रश्नावली के उत्तर देने और अपना क़ीमती समय देने का धन्यवाद

आपका सहयोग अत्यधिक सराहना है

Appendix D
Urdu Language Research Questionnaire

شرعس خقاىي وحضزات

ىراًبشبضرالیفیس ہے، ىں نلوبراىیوًرضٹیلىشیب ىاضکول آفنشسًص ہٌجو ٌنگبپی لیچ لٹضکبلر ہوں، ىں آپ دضراتکوشصد لترام لیک ٌقیشہ ىں شرکتکی ٍکوت دے رہب ہوں۔ىہ ہٌقیشتٌظوىتفعکے طرىقکبر طوریفٹی روں پر ہجٌیثذث وتذوىقکی غرضضےٌکپیکیبجب ہب ہے، اش ہٌقیشہکےہبدصلکو ثطورٍکولىتوصریہثیںہکٌیپیشیکب ىچىبکضکپودیکر ۃ ىںواقغ نکپدکوپیٌس تکپوىاتیىدای ىںغیرلہکی ہ ىیکیجبًیوہبلیفبظت ىرکص طرحکب رول ادا کضںکتیىں۔

آپکیشرکقطکپب رطرىشضبوگیث رٍاکرم ہٌطکضوالٌبہکوپرکرىں، اشکےلئے آپکےووتیوقت ىضےصرف 1. ہٌٹضےىزبکیب قتصرف ًیں ہوگب۔

ضوالٌبہ ىرکطیثھیقطکیشبٌتیہکپلوہبتوکبر ًیں ىں،جولہ جوابت ثبلکلطبشکلہیرظور پرىوىل ھنوظکھجبئےگے۔

ضوالٌبہیب ہٌقیشضےواشطکطیثھیقطکیےلغطبرکےلئےث رٍاکرم balfayez@hotmail.comپر ہیلکرىبپھر ہیرےضوپروئر پفویطر ڈاکٹر دجٌاکبثي ضوثراھٌن (chandra@uum.edu.my)یبڈاکٹر زم ہذود زیي (lazim@uum.edu.my)ہیرلیٹفوی ًوجر 4121111154پر ربطکرىں۔

ذرًٍوازیوگیاگر زیر ًظرضوالٌبہکو لیکمفتہکے دورایہیپرکرىں، اش کو بپاصلیٌہکےلئے ىں ازخود آپضے ہ تکرگًبضوالٌبہکےکولکضبتھ ہیٌقیشہیشرکتکےلئے آپکی رضبہٌدیشروکی جبئےگی۔

آپکیشرکتبکثضرورہوگی
شرکریہ
پآکب ہوٌوی
ثبضرالفیض

پیاىچطکلبلر
ضلکولف ثسًص ہٌجوٌٹ
ىیوًرضٹی آفنلوبرا ہیلیشیب

سیکشن ایے: شعبہ جاتی معلومات

ث رائے کرکے خانے میں (√) کا نشان لگائیں۔ درج ذیل سوالات کے جوابات کے لیے متعلقہ خانے پر کلک کریں اور

1.- کام کی نوعیت:

☐ اکاؤنٹس/ایڈمن	☐ آفس ورکر	☐ ڈرائیور	☐ پلمبر
☐ ڈرائی وال فنشر	☐ ٹائیلر	☐ کنکریٹ پرنٹر	☐ کنکریٹ مزدور
☐ ضمیمہ پرنٹر	☐ پینٹر	☐ دوسرا (براہ کرم وضاحت کریں) ----------	

2- **جنس:** ☐ مرد ☐ عورت

3- **عمر:** ------------------------- سال

5- تعلیمی قابلیت کا درجہ:

☐ سرٹیفکیٹ یا ڈپلومہ ☐ بیچلر ڈگری ☐ ماسٹرز

☐ دوسرے (براہ کرم وضاحت کریں) --------------

1- **وطن اصلی** ----------------------------

2- **مادری زبان** (جو آپ بولتے ہیں) --------------------

3- **تجربہ کی مدت** -----------------------------------

4- **بلڈنگ فرم میں تجربے کی مدت** -------- ------------------

5- **ملک میں رہنے کی مدت** -------------------------- سال

4.- **بلڈنگ فرم میں کام کے دوران کوئی حادثہ پیش آیا؟**

☐ ہاں ☐ نہیں

..**بلڈنگ فرم میں عام طور پر کتنے حادثات واقع ہوتے ہیں جن کی وجہ سے چوٹ لگتی ہے؟**

☐ کبھی نہیں ☐ کبھی کبھی ☐ کبھی کبھار ☐ اکثر ☐ ہمیشہ

12- **کیا آپ کو کبھی حفاظتی ٹریننگ پروگرام میں شرکت کا موقع ملا؟**

☐ ہاں ☐ نہیں

13- **بلڈنگ فرم میں آپ کتنی دفعہ حفاظتی ٹریننگ میں شریک ہوتے ہیں؟**

☐ کبھی نہیں ☐ کبھی کبھی ☐ کبھی کبھار ☐ اکثر ☐ ہمیشہ

س ﯾﮑﺷﻦ ﯾﺐ ی: ﮔﺘﻨﻈﯿﻤ ﯾﺖ ﻓﻈﺴ ﯾﮧﺖ ﻋﻠﻖ ﻃﻮﻕ ﮨ ﻉ ﻋﻮﻝ

ﻓﻘﻆ ﺁﭖ ﺍﭘٌ ﯾﺖ ﻭﯾﻮں ﮦٗ ﺩﺭﺝ ﮨ ﻓﻞ ﯾﻮﭖ ﮐ ﯾﺘﺬﺕ ﺍﭖ ٌ ﯾﺐ ﻣﺺ ﺕ ﺟﻮ ﮐﻮ ﮔﮭﺮ ی ں 6

1	2	3	4	5
ﺑﮩ ﭘﻮﺭ ﻏﯿﺰ ﮦﻮﻓﻠﻖ	ﻏﯿﺰ ﮦﻮﻓﻠﻖ	ﻏﯿﺰﺟﺎﻧﺒﺪﺍﺭ / ﻏﯿﺮﺑﻨﺬ ۃ	ﮦﻮﻓﻠﻖ	ﺑﮩﭘﻮﺭ ﮦﻮﻓﻠﻖ

. ﮦ ی ﺭ ﯾﮯ ﺑﭽﺌﮯ ﮐﻮﻝ ی ﺭﺽ ﺕ ی ﻣﻄﺌﻞ ﮐﻮ ﺩﻝ ﮐﺮ ًﮮ . 5 3 0 1
ﮐﮯ ﻟﺌﮯ ﮦٗ ی ﺟﻮ ٗﭧ ﻓﻮﺭ ﺍ ﺩﮐﺖ ی ﻭ ﺁﺝ ﺑﺖ ی ﮨﮯ۔

5 ﺧﻔﻦ ﭦ ی ﭘﺮﯾﻠﻦ ﺭﻭٌﺏ ﮨﻮﺕ ﮯ ﮨ ی ﮦٗ ﺟﻮ ٗﭧ ﮐﻮﺉ ﭦ ﮬﻮﺵ . 5 3 0 1
ﺍﻓﻮﺭ ی ﺹ ﻟﮧ ﮐﯿ ﺭﻭ ﮨ ﺍﻣﺘﺐ ﺭﮐﺖ ی ﮨﮯ۔

3 ﮦ ی ﺭ ﯾﮯ ﻓﺮﻡ ی ں ﮐﻮﺉ ی ﺷﺨﺺ ﻓﭧ ی ﭘﺮﯾﻠﻦ ﺭﻭٌﺏ ﮨﻮ ًﮮ . 5 3 0 1
ﮐ ﯾﺸﺐ ﻭﺟﻮﺩ ﮦٗ ی ﺟﻮ ٗﭧ ﭘﻠ ٗ ی ﺁﮔ ﮭ ں ﮦﻮ ًﻟﺖ ی ﮨﮯ۔

0 ﮐﻄﻮ ی ﺙ ﮬ ی ﻃﺮﺡ ﮐﮯ ﻏﻠﻆ ﻃﺮﺯ ﮐﻮﻝ ﮐ ی ﺍ ﻉ ﮦﻠﺖ ﮯ . 5 3 0 1
ﮨ ی ﮦٗ ﺟﻮ ٗﭧ ﻭ ی ﺵ ﻣﺮﺽ ﺕ ﮐﺸ ﯾﻠﺖ ی ﮨﮯ۔

1 ﮦ ی ﺭ ﯾﮯ ﺑﭽﺌﮯ ﮐﻮﻝ ی ں ﮦٗ ی ﺟﻮ ٗﭧ ﻭﺏ ﺭ ی ﮦﺖ ی ﮐﻮ . 5 3 0 1
ﺍﻭﻟ ی ﺖ ﺟ ی ﺥ ﺖ ی ﮨﮯ ۔

2 ﺟﺖ ﮐﻮﺉ ی ﺩﺑﺶ ﮨ ﺭﻭٌﺏ ﮨﻮﺗﺐ ﮨﮯ ﺕ ﺕ ﮦٗ ﺟﻮ ٗﭧ . 5 3 0 1
ﺩﺭﮐ ﺕ ی ﮨﻨﺖ ی ﮨﮯ۔

3 ﺟﺘﺖ ﺫﻓ ﻉ ﻭ ﻧﻘ ی ﺽ ﯾﻮﺍ ﺙ ﻄﮧ ﻃﺮﺯ ﮐﻮﻝ ی ں ﺭﺥ ٗﮧ . 5 3 0 1
ﺍ ًﺩﺍﺯ ی ﮨﻮ ًﻝ ﮔﮯ ﺕ ﻭ ﮦٗ ﺟﻮ ٗﭧ ﺍﺵ ﭘﺮ ًﺕ ﻧﻘﻮﺝ ﮨ
ﮨﻮﺕ ی ﮨﮯ۔

4 ﮦٗ ی ﺟﻮ ٗﭧ ﻏ ی ﺭ ﮦﻞ ﮐ ی ﮦ ی ﮐ ﯾﺖ ﺫﻓ ﻉ ﮐﻮ ﻟﻮ ی . 5 3 0 1
ﺖ ﺟ ی ﺥ ﺖ ی ﮨﮯ۔

5 ی ں ﮦﺖ ﺏ ًﮨﻮﺭ ﮐ ﺽ ﺕ ی ﺽ ﯾﺖ ﭘﮩﻠ ﻕ ﮨ ﻣﻄﺌﻞ ﮐﻮﺍ ﮐ ﻝ ی . 5 3 0 1
ﺕ ﺭﯾ ﺕ ﺭ ﺟﺢ ﺥ ًی ں ﺩ ی ﮔﺌ ی ﮨﮯ۔

.4 ﻧﺬﻑ ﻉ ﻭ ﺽ ﺕ ی ﺽ ﯾﮯ ﻭﺍﻟﮯ ﮨ ﻃﻮﻕ ﮨ ﮐﺐ ﺭ ﭘﺮ ﺙ ﺫﻃﯽ . 5 3 0 1
ﻭ ﺧﻮﺵ ی ﮐﺖ ﻝ ی ﺳﺐ ﺑﻨﺘﺐ ﮨﮯ۔

.. ﻭﺭﮐﭙﺮ ﻭﺝ ﮐﭧ ﮐﻮ ﺁﮔ ﯾﺖ ﺑﮍﮬ ًﮯ ﮐﮯ ﻟﺌﮯ ﮦٗ ﺟﻮ ٗﭧ . 5 3 0 1
ﻧﺬﻑ ﻉ ﻭ ﻧﻘ ی ﺽ ﯾﮯ ﺗﮑﻠﯿﻒ ﺑﺎﻟﻄﯽ ﮐﻮ ﺙ ﮬ ی ﺍﻭﻟ ی ﯾ
ﺖ ﺟ ی ﺥ ﺖ ی ﮨﮯ۔

5	4	3	2	1
بھرپور موافق	موافق	غیرجانبدار / مذبذب	غیر موافق	بھرپور غیر موافق

1	0	3	5	. غ ہوفق رفلا ےئیل ےک ے ًرکلروپھب ےکڑپلوکیی ہ	.5
				لتے ہیں۔	
1	0	3	5	. ہطلوشہ کبہک ےلئے ہ یی کتکپدنکبفی ہے۔	.3
1	0	3	5	. ےبمکی ُبمضت ہیبرکوشذبلوک ھ ُےکی غرضضے	.0
				ً ُگ اور ئذہکولتیرکر ً ےکےلئے ہ یی	
				کوپوریگُجبیئشہل جبتی ہے۔	
1	0	3	5	. ای طے ہبطئل جیکے لیول ہ ییکیضترشضے	.1
				ثہر ہو ئطےلوذبت ہیں ہ ییکو ای کے تفع	
				ض تیپر آ ًچ ئلےثغر ای کو نقفر ہنیئلفرلن	
				ئےبجتے ہیں۔	
1	0	3	5	. روجکٹکےکول ہک ےلئےمرکبر وقتبفی ہوب	.2
				ہے۔	
1	0	3	5	. ہکبشوج ھکپقو ل د تک نقوازیبوب ہے۔	.3
1	0	3	5	. وبری ہیُج وُٹ جئےکول ہیں غیرہلکی ہ یی	.4
				کےلئےضفٹی ہبطئلضے ولبٹہ جہغترثیکب	
				لٹظبمکرتی ہے۔	
1	0	3	5	. جیدغیرہلکی ہ ییکےلئےفٹیقولئیضے	.5
				ثہر ورکرا ًے اور طریقہکبرکےلئےٹ ریُگکب	
				لٹظبمبوب ہے۔	
1	0	3	5	. ٹری ُگپوگ راہوںضوی فٹی ضوگبتکو لہوت	54
				ی جبتی ہے۔	
1	0	3	5	. فٹیٹر یُگپروگرام ہیں شرکتکر ًےکےلئے	.5
				یُی جوُٹ غیرہلکی ہ ییکی ہوت فلسطئیکرتی	
				ہے۔	
1	0	3	5	. فٹیٹری ُ ُگ ہجھکو دیگئیبک ہپلُ ے جئےکول	55
				ہیرکطیثھخدشبتکوبیکھ ُے ہیں ہجھکو قت ً ہ	
				پیش ئے۔	
1	0	3	5	. ای طریفٹی اشوز جو ہجھ پر ٹرا ًداز ہوں ای کے	53
				کلےلئے بہترپرشتر لٹظبم موجود ہے۔	

5	4	3	2	1
بوُہپور ہوفلق	ہوفلق	غیزجبًدار / ہتبذ ة	غیز ہوفلق	بوُہ پور غیز ہوفلق

50	ہجھکو ہیُجوٹ کتےوضظض ےتذفع و ہقی ض ےوتلمطکپلوب ہتوی شفر لنکی ہتجی یں۔	.	5	3	0	1
51	وبری ہیُجوٹ ہوجو ہخدشبت وہطوئلض ےتکپلق کپلوہب تفرلن ًہیرکارتی ہے۔	.	5	3	0	1
52	ہیُجوٹہضرفٹی ہلشوک ےلئے ایک اوپي ٹوپب لیطی تی ہے۔	.	5	3	0	1
53	ثدفبظکبم اچھم ہی ًےپرہی رکھےبمکوضلرب ًہیں ہجتبب ہے۔	.	5	3	0	1
54	ضرفٹی قوائي اور طرقکبروی شکولی طورپر اچھمبد ہجتبب ہے۔	.	5	3	0	1
55	ببمکے دورای ثھوضرفٹی قوائيکے طرقکبرپر کٹوولیکج بضرکب ہے۔	.	5	3	0	1
34	فٹی قوائيپرکبمکےنکولمکےثپکثھیکولکیب جضبرکب ہے۔	.	5	3	0	1
3.	فٹیضےوتلمطکپبہ ت ہیںوبرےفرمکے اًدر غیرہلکی ہ ییکے رلئےکی قدروی شہکی جبتی ہے۔	.	5	3	0	1
35	وبرےفرم ہیں ہیُجوٹ اورغیرہلکی ہ یي کےًوبیئٌدورپ رشتکولطی فٹیکوٹیفراہن ہے۔	.	5	3	0	1
33	فٹیضےوتلمطکپبہ ت ہیںغیر ہلکی ہ یي کی شولیتکےلئے ہیُجوٹوی شکوشیں رہتی ہے۔	.	5	3	0	1
30	ہیُجوٹوی شہفرمکے طرًدری فٹیضےتعلیق ہ ہطوئلپر غیرہلکی ہ ییکضبتہضبدلہء خیبل کرتی رہتی ہے۔	.	5	3	0	1

س یکشي س ی اجتوعی اورسیچی ہعبوًت

فقظ آپ اپٌےتجویں ہٌدرجہ ذیل پیوبًےکےتذت اپٌےجواببت کو گھیر یں6

5	4	3	2	1
بہتسیبد	بہت	بہتتھوڑا	تھوڑا	بلکلٌہیں

. آپکتٌیآضبًیکےضبتھاپٌےضوپر وائسرضےبثتکرتےہیں؟ . 5 3 0 1

5 ہش ت رًوبہوچًےپر آپ اپٌےضوپر وائسرپرکتٌب ہٌذصرہوتےہیں؟ . 5 3 0 1

3 آپکبضوپر وائسر آپکےببرےکوتٌبپرکتب اور لہوت ہیتب ہے؟ . 5 3 0 1

0 کطیثھیقطزکےشوک تیپیش آجٌےپر آپکبضوپرائیوسر یکوہلجھبًےکےلئےکتٌبدگب رثبثتہوتب ہے؟ . 5 3 0 1

1 آپ اپٌےضوپر وائسرضےکصقدر ہددبصل کرتےہیں؟ . 5 3 0 1

2 آپکتٌیآضبًیکےضبتھاپٌےکطیضبتھیضےبثبتکرتےہیں؟ . 5 3 0 1

3 ہش ت روًبہوچًےپر آپ اپٌےضبتھیپرکتٌب ہٌذصرہوتےہیں؟ . 5 3 0 1

4 آپ ضبتھیاپکےکبکوٌکتٌبپرکتب اور لہوتیتب ہے؟ . 5 3 0 1

5 کطیثھیقطزکےہش تیپیشآجبًےپر آپکبضبتھی ایکولجھبًےکےلئےکتٌبدگبثبثتہوتب ہے؟ . 5 3 0 1

4. آپ اپٌےضبتھیضےکصقدر ہددبصل کرتےہیں؟ . 5 3 0 1

.. اپ کتٌیآضبًیضےاپٌےفیولیضےبثبتکرلیتےہیں؟ . 5 3 0 1

5. ہش ت روًبہوچًےپر آپ اپٌےفیولیپرکتٌب ہٌذصرہوتےہیں؟ . 5 3 0 1

3. آپکیفیولیآپکےکبکوٌکتٌبپرکھتی اور لہوتیتی ہے؟ . 5 3 0 1

0. کطیثھیقطزکےہش تیپیشآجبًےپر آپکیفیولی ایکولجھبًےکےلئےکتٌبدگبثبثتہوتی ہے؟ . 5 3 0 1

1. آپ اپٌےفیولیضےکصقدر ہددبصل کرتےہیں؟ . 5 3 0 1

سیکشن ڈی سیلف سٹیرنگ سروے

فقط آپ اپنے تئیں درجہ ذیل بیانات کے متعلق اپنی رائے دیں

5	4	3	2	1
بھرپور متفق	متفق	غیرجانبدار / غیرمتعین	غیر متفق	بھرپور غیر متفق

.	میں اپنے کام کو پورا کرنے کے لئے منصوبہ بندی اور ترتیب کا خاص خیال رکھتا ہوں۔	5	3	0	1
5	میں خود کو اپنے کام پر مرکوز رکھ سکتا ہوں۔	5	3	0	1
3	میں اپنے کام کو انجام دیتے وقت درست منصوبہ بندی اور طریقہ کار پر کنٹرول رکھتا ہوں۔	5	3	0	1
0	میں اپنے کام کو انجام دیتے وقت منصوبہ بندی پر بھرپور توجہ رکھتا ہوں۔	5	3	0	1
1	اگر میرے اندر کچھ خامیاں ہیں تو میں انہیں دور کرنے کی کوشش کرتا ہوں اور ان پر قابو پانے کی کوشش کرتا ہوں۔	5	3	0	1
2	میں اپنے اندر موجود صلاحیتوں کو بہتر بنانے کی کوشش کرتا ہوں۔	5	3	0	1
3	میں ضرورت کے مطابق اپنے اندر کچھ اس طرح کی تبدیلیاں کرتا ہوں جس سے میری کارکردگی بہتر رہے اور ترقی ہوتی رہے۔	5	3	0	1
4	میں اپنی غلطیوں سے سیکھنے کی کوشش کرتا ہوں۔	5	3	0	1

سوالنامے کے جوابات دینے کے لئے اپنا قیمتی وقت دینے پر آپ کا بہت شکریہ
آپکی اعانت کا بے حد ممنون ہوں

Appendix E
Letter for Data Collection and Research Work

OTHMAN YEOP ABDULLAH
GRADUATE SCHOOL OF BUSINESS
Universiti Utara Malaysia
06010 UUM SINTOK
KEDAH DARUL AMAN
MALAYSIA

Universiti Utara Malaysia

Tel.: 604-928 7101/7113/7130
Faks (Fax): 604-928 7160
Laman Web (Web): www.oyagsb.uum.edu.my

KEDAH AMAN MAKMUR • BERSAMA MEMACU TRANSFORMASI

UUM/OYAGSB/K-14
17 September 2015

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

LETTER FOR DATA COLLECTION AND RESEARCH WORK

This is to certify that **Alfayez, Bassem Abdullah D (Matric No: 95059)** is a bonafied student of Doctor of Philosophy (PhD), Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia. He is conducting a research entitled ***"The Moderating Effect Of Social Support On The Relationship Between Safety Management Practices And Safety Behavior Among Foreign Workers In Construction Industry In Saudi Arabia"*** under the supervision of Assoc. Prof. Dr. Chandrakantan Subramaniam.

In this regard, I hope that you could kindly provide assistance and cooperation for him to successfully complete the research. All the information gathered will be strictly used for academic purposes only.

Your cooperation and assistance is very much appreciated.

Thank you.

"SCHOLARSHIP, VIRTUE, SERVICE"

Yours faithfully

KARTINI BINTI DATO' TAJUL URUS
Senior Assistant Registrar
for Dean
Othman Yeop Abdullah Graduate School of Business

c.c - Supervisor
- Student's File (95059)

Othman Yeop Abdullah
Graduate School of Business
Universiti Utara Malaysia
06010 UUM Sintok
Kedah Darul Aman

Appendix F
Agreement Letter from Al-Muhaidib Construction Company

Al Muhaidib المهيدب
Contracting للمقاولات

التاريخ :١٤٣٦/١٢/٢٢هـ
الموافق :٢٠١٥/١٠/٠٥م
الموضوع : استبيان رسالة الدكتوراه.

سعادة الملحق الثقافي في ماليزيا وفقه الله

السلام عليكم ورحمة الله وبركاته ..

بناءً على رغبة الطالب بمرحلة الدكتوراه/ باسم بن عبدالله الفايز سجل مدني رقم: ١٠١٥٧٢٩١١٢ بالتعاون معه في تطبيق استبانته وجمع بعض المعلومات والبيانات المتعلقة برسالة الدكتوراه.

عليه نفيد سعادتكم بموافقتنا على طلبه و سيتم التعاون مع الطالب و تسهيل مهمته.

وتقبلوا خالص تحياتينا و تقديرنا ..

شركة المهيدب للمقاولات

شركة المهيدب للمقاولات ذ.م.م.
ص.ب ٩٢٩١ حدة ٢١٤١٣ المملكة العربية السعودية تلفون ٩٢٠٠٢٦٢٢٠ +٩٦٦ فاكس ٦٦١٠٩١٤ ٢ ٩٦٦+
www.muhaidibco.com info@muhaidibco.com بريد إلكتروني
س.ت ٤٠٣٠١٣٨٢٨٠ إشتراك الغرفة ٨٤٥٥٥٥ رأس المال ٢مليون ر.س.

Appendix G
Letter for Completed Data Collection

Al Muhaidib المهيدب
Contracting للمقاولات

25th February 2016

التاريخ: ١٦ جمادى الاولى ١٤٣٧هـ

HE cultural attaché of the Embassy of the Custodian of the Two Holy Mosques (May Allah protect him)	سعادة الملحق الثقافي سفارة خادم الحرمين الشريفين حفظه الله
Malaysia	دولة ماليزيا
May God's peace, mercy and blessings be upon you	السلام عليكم ورحمة الله وبركاته،،
Al-Muhaidib Contracting Company, certify that Mr. 'Bassem Abdullah Al-Fayez (National ID number 1015729112), the post-graduation student on doctorate stage ,has made several visits to the sites of our company , which has already taken him to distribute questionnaires and collect relevant data doctoral research , which is working on the preparation of his studies.	بهذا تشهد شركة المهيدب للمقاولات بأن الاستاذ / باسم بن عبد الله الفايز (سجل مدني رقم ١٠١٥٧٢٩١١٢) والطالب بمرحلة الدكتوراه قد قام بعدة زيارات لمواقع الخاصة بشركتنا والتي قام خلالها بتوزيع الاستبيانات وجمع البيانات ذات العلاقة برسالة الدكتوراة التي هو يعمل على إعدادها وقد كانت تلك الزيارة على مدارالفترة من ٢٠١٥/١٠/٠٥م وحتى تاريخ ٢٠١٦/٠٢/٢٠م.
This visit was commenced during the period from 05.10.2015 till date 02/20/2016.	
This letter is issued upon the request of Mr.Basim & to be submitted to the relevant authorities and build on student's responsibilities.	حرر له هذا الخطاب لتقديمة للجهات ذات العلاقة وبناء على طلبة وعلى مسنوليته.
We pray to Allah (SWTA) to bless him and enable him to achieve his goals with all the success.	داعين الله أن يسدد خطاه وأن يوفقه في رسالتة بكل التوفيق والنجاح بإذن الله.
Yours Sincerely	وتفضلوا بقبول وافر التحية والتقدير،،

عماد بن عبدالقادر المهيدب
Emad A.K.Al-Muhaidib
رئيس مجلس الإدارة
Chairman

Al Muhaidib المهيدب
Contracting للمقاولات

شركة المهيدب للمقاولات ذ.م.م.
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Appendix H
Certification of Translation

هناخدمة
Huna Khidma

Certified Translation

ترجمة معتمدة

Affidavit

Hereby, Huna Khidma translation agency certifies that the attached documents and articles are correct ones of the original source text without taking any responsibility for any modification or addition without referring to us.

إفادة

تفيد مؤسسة هنا خدمة للترجمة أن المستند والمواد المترجمة المرفقة هي عبارة عن ترجمة صحيحة للنص الأصلي دون أدنى مسؤولية عن المحتوى والمؤسسة غير مسؤولة عن اي تعديل أو إضافة دون الرجوع لها.

ختم و توقيع مؤسسة هنا خدمة
Huna Khidma Seal and Authorized Signature

تصديق الغرفة التجارية
Chamber of Commerce

رقم الملف
HK-5283-071015

هناخدمة
Huna Khidma

18 OCT 2015
Date التاريخ

Pages nr عدد الصفحات

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Kingdom Of Saudi Arabia - Jeddah

Appendix I
Univariate Statistics

Univariate Statistics

	N	Mean	Std. Deviation	Missing		No. of Extremes[a]	
				Count	Percent	Low	High
MC1	273	4.14	1.021	9	3.2	31	0
MC2	272	4.10	.793	10	3.5	11	0
MC3	271	4.10	.967	11	3.9	21	0
MC4	272	4.02	1.141	10	3.5	27	0
MC5	271	4.13	1.048	11	3.9	32	0
MC6	269	4.09	1.067	13	4.6	33	0
MC7	273	4.01	1.029	9	3.2	26	0
PS1	270	4.19	1.052	12	4.3	28	0
PS2	270	4.16	1.018	12	4.3	21	0
PS3	267	4.17	1.055	15	5.3	25	0
PS4	271	4.26	1.015	11	3.9	17	0
WP1	270	4.19	.900	12	4.3	11	0
WP2	272	4.14	.902	10	3.5	20	0
WP3	270	4.09	.975	12	4.3	20	0
WP4	272	4.12	1.004	10	3.5	22	0
WP5	273	4.11	.962	9	3.2	19	0
WP6	269	4.10	1.063	13	4.6	22	0
ST1	271	4.39	.844	11	3.9	12	0
ST2	271	4.34	.945	11	3.9	17	0
ST3	273	4.31	.900	9	3.2	16	0
ST4	269	4.17	.956	13	4.6	21	0
ST5	272	4.32	.826	10	3.5	13	0
SC1	273	4.28	.806	9	3.2	9	0
SC2	270	4.15	.896	12	4.3	15	0
SC3	272	4.24	.895	10	3.5	13	0
SC4	270	4.16	.969	12	4.3	21	0
SC5	272	4.16	.915	10	3.5	16	0
SR1	271	4.30	.887	11	3.9	14	0
SR2	274	4.30	.860	8	2.8	15	0
SR3	271	4.22	1.027	11	3.9	20	0
WI1	273	4.30	.923	9	3.2	16	0
WI2	272	4.25	.916	10	3.5	16	0
WI3	273	4.36	.829	9	3.2	11	0
WI4	273	4.35	.858	9	3.2	11	0
SS1	273	4.17	1.142	9	3.2	28	0
SS2	273	4.18	.764	9	3.2	9	0

SS3	272	4.37	.967	10	3.5	21	0
SS4	273	4.24	.861	9	3.2	14	0
SS5	272	4.22	.912	10	3.5	14	0
SS6	272	4.20	1.004	10	3.5	19	0
SS7	272	4.14	1.026	10	3.5	23	0
SS8	271	4.27	.832	11	3.9	11	0
SS9	272	4.21	.975	10	3.5	17	0
SS10	272	4.31	.888	10	3.5	12	0
SS11	271	4.35	.842	11	3.9	13	0
SS12	271	4.26	.974	11	3.9	20	0
SS13	272	4.36	.966	10	3.5	20	0
SS14	274	4.26	.938	8	2.8	21	0
SS15	274	4.23	1.009	8	2.8	18	0
SCO1	271	4.34	1.023	11	3.9	20	0
SCO2	272	4.42	.792	10	3.5	6	0
SCO3	275	4.45	.797	7	2.5	8	0
SCO4	274	4.43	.801	8	2.8	14	0
SPA1	273	4.33	.818	9	3.2	6	0
SPA2	272	4.35	.933	10	3.5	21	0
SPA3	274	4.45	.779	8	2.8	5	0
SPA4	271	4.52	.693	11	3.9	7	0

a. Number of cases outside the range (Q1 - 1.5*IQR, Q3 + 1.5*IQR).