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THE RELATIONSHIP BETWEEN JOB SAFETY, SAFETY PROGRAMME AND POLICIES AND MANAGEMENT SAFETY PRACTICES TOWARDS SAFETY BEHAVIOR AMONG ACADEMICIANS IN MANAGEMENT AND SCIENCE UNIVERSITY, SHAH ALAM, SELANGOR

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UUM
Universiti Utara Malaysia

**MASTER OF SCIENCE (OCCUPATIONAL SAFETY & HEALTH MANAGEMENT)
UNIVERSITI UTARA MALAYSIA
JANUARY 2018**

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THE RELATIONSHIP BETWEEN JOB SAFETY, SAFETY PROGRAMME AND POLICIES AND MANAGEMENT SAFETY PRACTICES TOWARDS SAFETY BEHAVIOR AMONG ACADEMICIANS

**Msc
OSHM
2018**

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UNIVERSITY, SHAH ALAM, SELANGOR.**

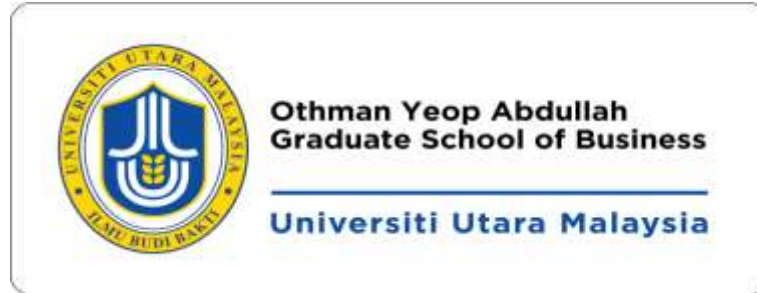


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**Thesis Submitted to
Othman Yoep Abdullah Graduate School of Business
Universiti Utara Malaysia
In Partial Fulfillment of the Requirement for the Master in Science**



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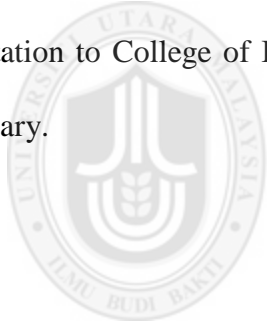
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ABSTRACT

This study examines the relationship between job safety, safety program and policies and management safety practices towards safety behavior among academicians in Management and Science University, Shah Alam, Selangor. A total of 230 questionnaires were distributed to participants who had agreed to participate in this study. The entire 230 questionnaire were returned and usable for further analyses. Hypotheses for direct effect were tested using multiple regression analyses. The major findings of the study have indicated that two independent variables, i.e. job safety and safety programmes policies influenced significantly the compliance safety behavior. On the other hand, management safety practices were not significantly related to compliance safety behavior of the academicians in Management and Science University. Implications of the findings, potential limitations, and directions for future research were discussed.

Keywords: Safety behavior; Safety programme, Safety policy, Academician.

ABSTRAK

Kajian ini mengkaji hubungan keselamatan kerja, program keselamatan dan dasar dan pengurusan amalan keselamatan terhadap tingkah laku keselamatan dikalangan ahli akademik di Management and Science University, Shah Alam, Selangor. Sebanyak 230 borang kaji selidik telah diedarkan kepada peserta yang telah bersetuju untuk mengambil bahagian dalam kajian ini. Semua 230 soal selidik telah dikembalikan dan digunakan untuk analisis lanjut. Hipotesis untuk kesan langsung diuji menggunakan analisis regresi berganda. Penemuan utama kajian ini menunjukkan bahawa dua pembolehubah bebas, iaitu keselamatan kerja dan program keselamatan dan dasar mempengaruhi secara signifikan terhadap tingkah laku keselamatan. Sebaliknya, pengurusan amalan keselamatan tidak mempengaruhi dengan pematuhan tingkah laku keselamatan bagi ahli akademik di Management and Science University. Implikasi dapatan kajian, limitasi dan cadangan kajian pada masa hadapan turut dibincangkan.

Kata kunci: Tingkahlaku selamat, Program keselamatan, Polisi keselamatan, Ahli akademik.

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*Eddy Abdul Raub
15 December 2017
Universiti Utara Kuala Lumpur*

TABLE OF CONTENT

	PAGE
CERTIFICATION OF RESEARCH PAPER WORK	ii
PERMISSION TO USE	iii
DISCLAIMER	iv
ABSTRACT	v
ABSTRAK	vi
ACKNOWLEDGEMENTS	vii
TABLE OF CONTENTS	viii
LIST OF TABLES	xi
LIST OF FIGURES	xii
LIST OF ABBREVIATIONS	xiii
CHAPTER 1 INTRODUCTION	
1.1 Introduction	1
1.2 Background of Study	1
1.3 Problem Statement	5
1.4 Research Questions	8
1.5 Research Objectives	8
1.6 Scope and Limitations of the Study	9
1.7 Significance of Study	9
1.8 Definition of Key Terms	11
1.9 Organization of the Thesis	12
CHAPTER 2 LITERATURE REVIEW	
2.1 Introduction	13
2.2 Safety Behavior	13
2.2.1 Empirical Study on Safety Behavior	15

2.3	Job Safety	16
2.4	Safety Programme and Policies	19
2.5	Management Safety Practice	20
2.6	Summary	23

CHAPTER 3 METHODOLOGY

3.1	Introduction	25
3.2	Research Design	25
3.3	Proposed Theoretical / Conceptual Framework	27
3.4	Data Collection Method	28
3.5	Primary Data	28
3.6	Secondary Data	29
3.7	Sampling Technique	29
3.8	Target Population	29
3.9	Sampling Frame	30
3.10	Sampling Size	30
3.11	The Structured Questionnaire	31
3.12	Data Analysis	32
3.13	Reliability Test	32
3.14	Inferential Analysis	33
3.15	Summary	33

CHAPTER 4 RESULT AND DISCUSSION

4.1	Introduction	34
4.2	Response Rate	34
4.3	Profile of Respondents	35
4.4	Reliability Test	37
4.5	Descriptive Analysis	38
4.6	Pearson Correlation Analysis	39

4.7	Multiple Regression Analysis	41
4.8	Summary	44

CHAPTER 5 CONCLUSION AND RECOMMENDATION

5.1	Introduction	45
5.2	Recapitulation of Result	45
5.3	Discussion	46
5.3.1	Job Safety with Safety Behavior	47
5.3.2	Safety Programme and Policies with Safety Behavior	48
5.3.3	Management Safety Practice with Safety Behavior	49
5.4	Implication	50
5.4.1	Theoretical Implication	51
5.4.2	Practical Implication	52
5.5	Limitation	52
5.6	Recommendation for Future Studies	53
5.7	Conclusion	54

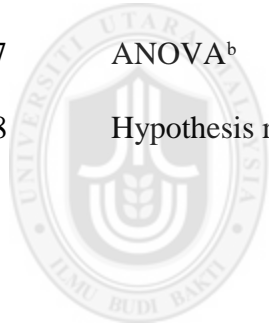
REFERENCES 57

APPENDICES

A	Questionnaires	71
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LIST OF TABLES

Table No.	Title	Page
3.1	Range of Cronbach's Alpha	8
4.1	Summary for demographic characteristic of respondent	38
4.2	Reliability statistics for sample data	39
4.3	Descriptive statistics	40
4.4	Pearson correlation analysis	41
4.5	Multiple regression result on safety behavior	43
4.6	Model summary ^b	44
4.7	ANOVA ^b	44
4.8	Hypothesis result	45



LIST OF FIGURES

Figure No.	Title	Page
3.1	Conceptual framework	28



LIST OF ABBREVIATION

BBS	Behavior Based Safety
CFS	Centre of Foundation Studies
EFA	Exploratory Factor Analysis
FBMP	Faculty of Business Management and Professional Studies
FHLS	Faculty of Health and Life Sciences
FISE	Faculty of Information Sciences and Engineering
HIRARC	Hazards Identification, Risk Assessment and Risk Control
IMS	International Medical School
MSU	Management and Science University
NADOPOD	Notification of Accident, Dangerous Occurance, Occupational Poisoning and Occupational Disease
NIOSH	National Institute of Occupational Safety and Health
OSH	Occupational Safety and Health
OSHA	Occupational Safety and Health
RO	Research Objectives
RQ	Research Questions
SESS	School of Education and Social Sciences
SGS	School of Graduate Studies
SHCA	School of Hospitality and Creative Art
SOCISO	Social Security Organization
SPH	School of Pharmacy
SPSS	Statistical Package for Social Science
USM	Universiti Sains Malaysia

UUM

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WSS

Work Safety Scale



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CHAPTER 1

INTRODUCTION

1.1 Introduction

The background of the study, problem statement, research questions, research objectives and significance of the study will be presented in this chapter, which also represents the outline of the perceptions of academicians in Management and Science University (MSU) on safety behavior.

1.2 Background of the Study

The Occupational Safety and Health (OSH) management concerned with the safety, health as well as the welfare of people working in an organization. The crucial aspect of reducing risk in the workplace is OHS which is a discipline that preserves and protect human and facility resources in the workplace. Globally, many organizations have begun to focus and include the OSH as one of the determinants of improving productivity and efficiency as part of emphasizing on quality for sustaining continuous existence (Burton J., 2010). Effective safety management can reduce accident cases at a workplace (Suraji et al., 2001).



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APPENDIX



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EXECUTIVE SUMMARY

The purpose of this questionnaire that distribute to the academic staff working in Management and Science University, Shah Alam, Selangor is to determine the relationship between potential factors influencing towards safety behavior Among Academic Staff. The information collected from this questionnaires distribution can be used to identify the most significance factors that contribute to the safety behavior. The questionnaires output also give benefits to the university to plan and improve the safety performance as well as to reduce the accidents and diseases statistics in the university compound. Lastly, the collected data can be used for reference for anyone who interested to study on this topic.

Thank you

RINGKASAN EKSEKUTIF

Tujuan soal selidik ini diedarkan kepada kakitangan akademik Management and Science University, Shah Alam, Selangor adalah untuk menentukan hubungan korelasi diantara faktor yang berpotensi kepada tingkahlaku selamat di kalangan kakitangan akademik di universiti ini. Maklumat yang dikumpul daripada pengedaran soal selidik ini boleh digunakan untuk mengenalpasti faktor yang paling signifikan yang menyumbang kepada tingkahlaku selamat. Maklumat yang dikumpul juga akan memberi manfaat kepada universiti untuk merancang dan meningkatkan prestasi keselamatan seterusnya mengurangkan statistik kemalangan dan penyakit di institusi ini. Akhir sekali, data yang dikumpul boleh digunakan untuk rujukan untuk sesiapa sahaja yang berminat untuk mengkaji topik ini.

Terimakasih

Date : _____

Staff ID : _____

INSTRUCTIONS: This questionnaire consists of eight (8) pages. Please read the questions carefully before answering them.

ARAHAN: Soal selidik ini terdiri daripada lapan (8) muka surat . Sila baca soalan dengan teliti sebelum menjawab.

SECTION A: RESPONDENT INFORMATION
SEKSYEN A: MAKLUMAT RESPONDEN
(Objective: To identify the socio-demographic of employees)

Instruction: Please choose one for the answer for each question by (X) the chosen answers

Arahan: Sila pilih satu jawapan sahaja bagi setiap soalan dengan (X) jawapan pilihan.

1. Age/Umur:

- 20 years old and below /20 tahun dan kebawah
- 21-30 years old /20-30 tahun
- 31-40 years old /30-40 tahun
- 41-50 years old /40-50 tahun
- 51 years old and above /51 tahun dan keatas

2. Gender/Jantina:

- Male/Lelaki
- Female/Perempuan

3. Education level/Tahap pendidikan

- PMR/SPM/STPM/STAM
- Diploma, Certificate /Diploma, Sijil
- Degree/Ijazah Sarjana Muda
- Master Degree /Ijazah Sarjana
- Doctor of Philosophy (PHD)/Ijazah Kedoktoran

4. Type of designation/Jenis jawatan

- Tutor/Tutor
- Assistant Lecturer/Pembantu Pensyarah
- Lecturer /Pensyarah
- Associates Professor/Profesor Madya
- Professor/Profesor

5. Period of working experiences/Tempoh pengalaman bekerja

- Less than one year /Kurang dari setahun
- 1-5 years /1-5 tahun
- Over 10 years / Lebih 10 tahun
- Over 15 years / Lebih 15 tahun

Date : _____

Staff ID : _____

6. Faculty/Fakulti

<input type="checkbox"/>	Faculty of Health and Life Sciences (FHLS)
<input type="checkbox"/>	Faculty of Bussiness Management and Professional Studies (FBMP)
<input type="checkbox"/>	Faculty of Information Sciences & Engineering (FISE)
<input type="checkbox"/>	International Medical School (IMS)
<input type="checkbox"/>	School of Pharmacy (SPH)
<input type="checkbox"/>	School of Education and Social Sciences (SESS)
<input type="checkbox"/>	School of Hospitality and Creative Art (SHCA)
<input type="checkbox"/>	School of Graduates Studies (SGS)
<input type="checkbox"/>	Graduates School of Management (PhD/DBA/MBA)
<input type="checkbox"/>	Centre of Foundation Studies (CFS)



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SECTION B: JOB SAFETY
SEKSYEN A: KESELAMATAN KERJA
(Objective: To identify the safety of work process/place)

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

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

Bulatkan jawapan anda berpandukan skala di atas.

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

1.	My job is dangerous (Kerja saya berbahaya)	1	2	3	4	5
2.	My job is safe (Kerja saya selamat)	1	2	3	4	5
3.	My job is hazardous (Kerja saya mengundang ancaman)	1	2	3	4	5
4.	My job is risky (Kerja saya berisiko)	1	2	3	4	5
5.	My work is unhealthy (Kerja saya tidak menyihatkan)	1	2	3	4	5
6.	I could get hurt easily in my job (Dalam kerja saya, saya mudah tercedera)	1	2	3	4	5
7.	My job is unsafe (Kerja saya tidak selamat)	1	2	3	4	5
8.	I fear for my health in my job (Semasa melakukan kerja saya, saya bimbang kesihatan saya akan terjejas)	1	2	3	4	5
9.	There is a chance of death in my job (Saya terdedah pada kematian dalam kerja saya)	1	2	3	4	5
10.	My job is scary (Kerja saya menakutkan)	1	2	3	4	5

SECTION C: SAFETY PROGRAM AND POLICIES
SEKSYEN C: PROGRAM DAN POLISI KESELAMATAN
(Objective: To identify safety program and policies at work place)

Instruction: Think about safety programs at your workplace. To what extent you agree or disagree whether each statement below describes these safety programs? **Circle** your answer using the scale below.

Arahan: Fikirkan tentang pelaksanaan program keselamatan di tempat kerja anda. Sejauh mana anda bersetuju atau tidak bersetuju sama ada setiap kenyataan di bawah menggambarkan program tersebut? **Bulatkan** jawapan anda berpandukan skala di bawah.

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

Safety programs at my workplace is ... <i>(Program keselamatan di tempat kerja saya ...)</i>						
1.	Worthwhile <i>(Bermanfaat)</i>	1	2	3	4	5
2.	Helps prevent accident <i>(Membantu mencegah kemalangan)</i>	1	2	3	4	5
3.	Useful <i>(Berfaedah)</i>	1	2	3	4	5
4.	Good <i>(Bagus)</i>	1	2	3	4	5
5.	First-rate <i>(Terbaik)</i>	1	2	3	4	5
6.	Unclear <i>(Tidak jelas)</i>	1	2	3	4	5
7.	Important <i>(Penting)</i>	1	2	3	4	5
8.	Effective in reducing injuries <i>(Berkesan mengurangkan kecederaan)</i>	1	2	3	4	5
9.	Doesn't apply to my workplace <i>(Tidak boleh dilaksanakan di tempat kerja saya)</i>	1	2	3	4	5
10.	Does not work <i>(Tidak berfaedah)</i>	1	2	3	4	5

SECTION D: MANAGEMENT SAFETY PRACTICE
SEKSYEN D: AMALAN KESELAMATAN OLEH PENGURUSAN
(Objective: To identify the management safety practice)

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

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

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

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

SECTION E: COMPLIANCE SAFETY BEHAVIOR
SEKSYEN E: KEPATUHAN PERILAKU SELAMAT
(Objective: To identify the compliance of safety behavior)

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

Arahan: Fikirkan tentang pekerjaan semasa anda. Dengan menggunakan skala di bawah, sila **bulatkan** kenyataan yang paling memerihalkan anda.

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

1.	I overlook safety procedures in order to get job done more quickly. (Saya terlepas pandang prosedur keselamatan agar tugas dapat diselesaikan dengan lebih cepat).	1	2	3	4	5
2.	I follow all safety procedures regardless of the situation I am in (Saya mematuhi segala prosedur keselamatan tanpa mengendahkan situasi yang sedang dihadapi).	1	2	3	4	5
3.	I handle all situations as if there is a possibility of having an accident. (Saya menangani semua situasi dengan andaian kemalangan akan berlaku).	1	2	3	4	5
4.	I wear safety equipment required by practice. (Saya menggunakan semua alat keselamatan seperti yang ditetapkan).	1	2	3	4	5
5.	I keep my work area clean. (Saya memastikan kawasan tempat kerja bersih).	1	2	3	4	5
6.	I encourage co-workers to be safe. (Saya menggalakkan rakan-rakan sekerja agar bekerja dengan selamat).	1	2	3	4	5
7.	I keep my work equipment in safe working condition. (Saya memastikan semua peralatan kerja berada dalam keadaan selamat).	1	2	3	4	5
8.	I take shortcuts to safe working behaviours in order to get the job done faster. (Saya tidak begitu mengendahkan perilaku selamat agar kerja dapat diselesaikan dengan segera).	1	2	3	4	5

Date : _____

Staff ID : _____

9.	I do not follow safety rules that I think are unnecessary. <i>(Saya tidak mematuhi peraturan keselamatan yang saya rasa tidak perlu).</i>	1	2	3	4	5
10.	I report safety problems to my supervisor when I see safety problem. <i>(Saya melapor kepada penyelia masalah keselamatan apabila saya menemuinya).</i>	1	2	3	4	5
11.	I correct safety problems to ensure accidents will not occur. <i>(Saya membetulkan masalah keselamatan bagi memastikan kemalangan tidak berlaku).</i>	1	2	3	4	5

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



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