

**ASSESSING THE INFLUENCE OF WORK SAFETY SCALE
ON SAFETY BEHAVIOUR AMONG PATHOLOGY
LABORATORY EMPLOYEES**

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By

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**Thesis Submitted to
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ABSTRAK

Kajian ini dijalankan untuk mengkaji pengaruh lima cabang Skala Keselamatan Kerja (WSS) terhadap gelagat keselamatan di kalangan pekerja Makmal Patologi, Hospital Tuanku Jaafar, Seremban, Negeri Sembilan. Kajian ini melibatkan 101 orang responden. Soal selidik yang telah dibangunkan oleh Hayes et al. (1998) digunakan untuk mengukur persepsi pekerja-pekerja terhadap keselamatan kerja, keselamatan rakan sekerja, keselamatan penyelia, keselamatan oleh pengurusan, dan kepuasan terhadap program keselamatan (polisi) terhadap gelagat keselamatan. Keputusan yang diperoleh daripada kajian ini dianalisis dengan beberapa analisa statistik seperti analisis diskriptif terhadap latar belakang responden, ujian reliabiliti bagi mendapatkan nilai konsistensi dalaman, analisis korelasi, dan analisis regrasi. Hasil dapatan kajian ini menunjukkan pembolehubah yang paling signifikan menyumbang kepada gelagat keselamatan adalah kepuasan terhadap program keselamatan (polisi), dan keselamatan penyelia. Keselamatan kerja adalah berhubungkait secara negatif terhadap gelagat keselamatan, manakala keselamatan rakan sekerja dan keselamatan oleh pengurusan adalah tidak signifikan terhadap gelagat keselamatan. Hasil dapatan daripada kajian ini berupaya membantu organisasi yang terlibat dalam mempertingkatkan kepatuhan pekerja-pekerja terhadap gelagat keselamatan memandangkan industri perubatan adalah industri berasaskan perkhidmatan yang sangat penting kepada negara kita serta merupakan industri yang berkembang pesat dan akan terus maju bagi dekad yang mendatang.

ABSTRACT

This study was conducted to investigate the influence of the five facets of Work Safety Scale (WSS) on compliance with safety behaviour among Pathology laboratory employees of Hospital Tuanku Jaafar, Seremban, Negeri Sembilan. The survey was done among 101 respondents in the mentioned government hospital by using a questionnaire developed by Hayes et al. (1998) which measures the workers' perceptions on job safety, coworker safety, supervisor safety, management safety, and satisfaction with safety program towards compliance with safety behaviour. All the results of measurement were then analyzed statistically with descriptive analysis of respondents' background, reliability tests on variables' internal consistencies, correlation, and regression analysis. The findings indicated that the most significant facets were the satisfaction with safety program and the supervisor safety, in predicting the relation to comply with safety behaviour. The job safety was negatively related to the compliance with safety behaviour, while the coworker safety and the management safety were non-significant to the compliance with safety behaviour in this research setting type and background. It is hoped that the findings would be able to help the organization work on the level of compliance with safety behaviour since medical industry is a service based industry which is of utmost importance to the country and have been vastly progressing and would continue to do so in the nearest decades.

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LIST OF ABBREVIATIONS

CARE	Considerate and responsible employee
CRC	Clinical Research Center
CSB	Compliance with safety behaviour
DV	Dependent variable
HBV	Hepatitis B Virus
HCV	Hepatitis C Virus
HIV	Human Immunodeficiency Virus
ILO	International Labour Organization
IV	Independent variable
KKM	Ministry of Health Malaysia
N	Total number of samples
PDD	Physical Demands and Dangers
PPE	Personal protective equipment
PWHS	Perceptions of Workplace Hazards Scale
SCS	Safety Climate Survey
SD	Standard deviation
SOCSSO	Social Security Organisation
WHO	World Health Organization
WSS	Work Safety Scale

CHAPTER 1

INTRODUCTION

1.1 Background of the Study

Clinical pathology is a medical specialty that is concerned with the diagnosis of disease based on the laboratory analysis of bodily fluids such as blood, urine, cerebrospinal fluid, synovial fluid, pleural fluid, peritoneal fluid, pericardial fluid, amniotic fluids, and body tissues using the tools of chemistry, microbiology, hematology and molecular pathology (Sewell et al., 2005). Pathology lab workers are persons who diagnose and characterize disease in living patients by examining biopsies or bodily fluids. In addition, they interpret medical laboratory tests to help prevent illness or monitor a chronic condition. Pathology touches all aspects of medicine, as diagnosis is the foundation of all patient care. In fact, more than 70% of all decisions about diagnosis and treatment, hospital admission, and discharge rest on medical test results.

The workers in clinical laboratories in hospitals generally are faced with many hazards at work and his/her health and safety may be severely jeopardized if adequate preventive protective measures are not taken. These hazards can be physical, chemical, blood-borne (cross) infections and even legal actions (Sewell, 1995; Sewell et al., 2005; Izegbu et al., 2006; Anuar, 2009). The prevention of occupational hazards in laboratories requires a thorough knowledge of the risks and practical measures to be taken (Ogunbodede, 1996;

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