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**SAFETY MANAGEMENT PRACTICES TOWARDS  
SAFETY BEHAVIOURS IN  
CONSTRUCTION COMPANY**

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**Thesis Submitted to  
School of Business Management,  
Universiti Utara Malaysia,  
in Fulfilment of the Requirement for the  
Master of Occupational Safety and Health Management**



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Perniagaan**

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## ABSTRACT

Limited studies have been carried out involving safety management practices and safety behaviour. Safety training and awareness programmes have been aggressively put into action to encourage employees' involvement and commitment towards safety related matters however, there are still many incidents and accidents in the construction industry. This study measured employees perceptions in six safety management practices (management commitment, safety training, workers involvement in safety, communication and feedback, rules and procedures and safety policies) and its influences towards safety behaviour, safety compliances and safety participation as using information from 130 workers in the construction industry in Klang Valley. The analysis used SPSS Version 23 software indicating that some of the safety management practices have a strong relationship with safety behaviour. The result of this study provided valuable guidance for researchers and practitioners in identifying the mechanisms by which they can improve safety in the workplace.

**Keywords:** Management Commitment, Safety Training, Workers' involvement, Safety communication and Feedback, Safety Rules and Procedures, Safety Promotion Policies, Safety Behaviour, Safety Compliance and Safety Participation.

## ABSTRAK

Kajian terhadap telah dijalankan melibatkan amalan pengurusan keselamatan dan tingkah laku keselamatan. Program latihan dan kesedaran keselamatan telah dilakukan secara agresif untuk menggalakkan penglibatan dan komitmen pekerja terhadap hal berkaitan keselamatan tetapi masih terdapat banyak insiden dan kemalangan dalam industri pembinaan. Kajian ini mengukur persepsi pekerja dalam enam amalan pengurusan keselamatan (komitmen pengurusan, latihan keselamatan, penglibatan pekerja dalam keselamatan, komunikasi dan maklum balas, peraturan dan prosedur dan dasar keselamatan) dan pengaruhnya terhadap tingkah laku keselamatan, pematuhan keselamatan dan penyertaan keselamatan menggunakan maklumat daripada 130 pekerja dalam industri pembinaan di Lembah Klang. Analisis menggunakan perisian SPSS Versi 23 menunjukkan bahawa beberapa amalan pengurusan keselamatan mempunyai hubungan yang kuat dengan tingkah laku keselamatan. Hasil kajian ini memberikan bimbingan berharga bagi para penyelidik dan pengamal dalam mengenal pasti mekanisme yang dapat meningkatkan keselamatan di tempat kerja.

Kata kunci: Komitmen Pengurusan, Latihan Keselamatan, Penglibatan Pekerja, Komunikasi Keselamatan dan Maklum Balas, Peraturan Keselamatan dan Prosedur, Dasar Promosi Keselamatan, Tingkah Laku Keselamatan, Pematuhan Keselamatan dan Penyertaan Keselamatan.

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## **CHAPTER 1**

### **INTRODUCTION**

In this chapter I will discuss the background of the study, problem statement, research questions, research objectives, significance of the study, scope and limitations of the study. The organisation of this research paper will be discussed at the last part in this chapter.

#### **1.1 Background of Study**

The construction industry in Malaysia contributes to the nations economic wealth with progressive and profitable growth. This industry provides employment opportunities and enhances economic development. However, the construction industry has been identified as high risk and more hazardous compared to other industries which I will explain in my thesis. The high number of accidents and injuries occurring in the construction industry affects the nations economic growth. The impact of such accidents are significant in all aspects from human capital, economic losses and productivity. Accidents are unforeseen events and unwanted events which cause damage, injuries, fatalities, unintentionally and unexpectedly that can result in the loss of production or damage to property and assets. The common occupational risk that might occur in the construction industry such as a fall from height, accidents from misconduct in plant and machinery, electric shocks, excessive noise.

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Yang benar

---

Norhazlenda Binti Mohd Nor

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## Borang Kajiselidik

Kaji Selidik ini adalah untuk pengukuran dan persepsi pekerja di tapak bina berhubung amalan Keselamatan dan Kesihatan Pekerjaan. Maklumat yang anda berikan adalah sulit dan hanya digunakan untuk tujuan kajian ini sahaja.

1. Sila tandakan [ √ ] pada petak yang sesuai atau mengisi ruang yang di  
Please tick (√) in the appropriate box or fill the space provided

### A. Maklumat Latarbelakang/Back ground

1. Umur/Age

18-25

26-35

36-45

46-55

Lebih 55/more than 55

2. Warganegara/Nationality

Malaysia

Indonesia

Bangladesh

Myanmar

Lain-lain / Others

3. Bidang Pekerjaan/ Trade

Kayu/ Carpenter

M&E

Besi/Barbender

Simen/mason

Lain-lain/others.....

4. Tempoh masa di sektor Pembinaan/Duration in construction

- 1 hingga 5 tahun/1 to 5 year
- 6 hingga 10 tahun/6 to 10 year
- 11 hingga 15 tahun/11 to 15 year
- 16 hingga 20 tahun/16 to 20 year
- Lebih dari 20 tahun/ More than 20 year

Bahagian B: Keselamatan Kerja

Section B: Job Safety

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.

(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).

Sangat tidak setuju (Strongly disagree)	Tidak setuju (Not agree)	Berkecuali (neither agree nor disagree)	Setuju (Agree)	Sangat setuju (Strongly agree)
1	2	3	4	5

<b>B.</b>	Management commitment	1	2	3	4	5
<b>1</b>	Isu keselamatan diberi keutamaan oleh pihak pengurusan / Safety is given high priority by the management	1	2	3	4	5
<b>2</b>	Pihak pengurusan menganggap keselamatan menjadi sama penting dengan pengeluaran. / Management considers safety to be equally important as production.	1	2	3	4	5
<b>3</b>	Ahli Jawatankuasa keselamatan selalu memberi nasihat berkaitan dengan keselamatan di tempat kerja. / Safety Committee members used to advise workers pertaining safety.	1	2	3	4	5
<b>4</b>	Pihak Pengurusan memberi penekanan yang kuat terhadap keselamatan dan kesihatan di tempat kerja. / Management places a strong emphasis on work Place safety and health.	1	2	3	4	5
<b>5</b>	Pihak pengurusan menyediakan peralatan perlindungan peribadi yang mencukupi untuk pekerja. / Management provides sufficient personal protective equipments for the workers.	1	2	3	4	5

<b>C</b>		1	2	3	4	5
<b>1</b>	Pihak pengurusan memberikan latihan yang mencukupi kepada pekerja di tempat kerja dan isu-isu keselamatan. / Management given enough training to the employees in workplace health and safety issues.	1	2	3	4	5
<b>2</b>	Latihan Keselamatan memberikan saya pemahaman yang jelas tentang aspek kritikal pekerjaan saya yang melibatkan bahaya. / Training give me clear understanding on the critical aspect regarding safety at site.	1	2	3	4	5
<b>3</b>	Isu keselamatan diberi keutamaan dalam program latihan. / Safety issues are given high priority in training programmes.	1	2	3	4	5
<b>4</b>	Pihak pengurusan menggalakkan para pekerja menghadiri program latihan keselamatan. / Management encourages the workers to attend safety training programmes.	1	2	3	4	5
<b>5</b>	Latihan keselamatan memberikan saya keyakinan untuk melakukan pekerjaan saya. / Training give me more confidence in executing my work.	1	2	3	4	5

<b>D</b>	<b>Workers' involvement</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>1</b>	Pihak pengurusan sentiasa mengalu-alukan pendapat daripada pekerja sebelum membuat keputusan akhir mengenai hal berkaitan keselamatan./ Management always welcomes opinion from employees before making final decisions on safety related matters.	1	2	3	4	5
<b>2</b>	Perkerja mengambil bahagian melaporkan kemalangan, insiden, dan situasi yang berpotensi berbahaya di tempat kerja./ Employees are participate reports accidents, incidents, and potentially hazardous situations in workplace.	1	2	3	4	5
<b>3</b>	Pekerja memainkan peranan aktif dalam mengenal pasti lokasi bahaya. / Employees plays an active role in identifying of safety performance.	1	2	3	4	5
<b>4</b>	Ahli jawatankuasa keselamatan yang terdiri daripada wakil pengurusan dan pekerja. / Safety committees consisting of representatives of management and employees.	1	2	3	4	5
<b>5</b>	Pengurusan menggalakkan penglibatan pekerja dalam hal berkaitan keselamatan. / Management promotes employees involvement in safety related matters.	1	2	3	4	5



<b>E</b>	Safety communication and feedback	1	2	3	4	5
<b>1</b>	Pihak pengurusan jelas menyampaikan isu keselamatan kepada semua peringkat dalam organisasi. / Management are clearly communicates safety issues to all levels within the organisation.	1	2	3	4	5
<b>2</b>	Pengurusan mengendalikan dasar pintu terbuka mengenai isu keselamatan./ Management operates an open door policy on safety issues.	1	2	3	4	5
<b>3</b>	Terdapat peluang yang mencukupi untuk membincangkan dan menangani isu keselamatan dalam mesyuarat./ There is sufficient opportunity to discuss and deal with safety issues in meetings.	1	2	3	4	5
<b>4</b>	Sasaran dan matlamat untuk prestasi keselamatan dalam pengurusan tidak jelas kepada pekerja. / The target and goals for safety performance in management are not clear to the workers	1	2	3	4	5
<b>5</b>	Terdapat komunikasi terbuka mengenai isu keselamatan di tempat kerja. / There is open communications about safety issues in this workplace.	1	2	3	4	5

<b>F</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>1</b>	Peraturan keselamatan dan prosedur yang diikuti di syarikat saya adalah mencukupi untuk mencegah insiden yang berlaku. / The safety rules and procedures followed in my company are sufficient to prevent incidents occurring.	1	2	3	4	5
<b>2</b>	Kemudahan di jabatan keselamatan tidak mencukupi untuk memenuhi keperluan organisasi saya. / The facilities in the safety department are not adequate to meet the needs of my organization.	1	2	3	4	5
<b>3</b>	Penyelia dan pengurus saya sentiasa berusaha untuk menguatkuasakan prosedur kerja yang selamat. / My supervisors and managers always try to enforce safe working procedures.	1	2	3	4	5
<b>4</b>	Pemeriksaan keselamatan dijalankan dengan kerap. / Safety inspections are carried out regularly.	1	2	3	4	5
<b>5</b>	Prosedur dan amalan keselamatan dalam organisasi ini berguna dan berkesan. / The safety procedures and practices in this organization are useful and effective.	1	2	3	4	5

<b>G</b>	Safety promotion policies	1	2	3	4	5
<b>1</b>	Tingkah laku selamat dianggap sebagai faktor positif untuk kenaikan pangkat pekerjaan. / Safe conduct is considered as a positive factor for job promotions.	1	2	3	4	5
<b>2</b>	Pekerja diberi ganjaran untuk melaporkan bahaya keselamatan (terima kasih, wang tunai atau ganjaran lain, pengiktirafan dalam surat berita, dll.) Employees are rewarded for reporting safety hazards (thanked, cash or other rewards, recognition in news letter, etc.)	1	2	3	4	5
<b>3</b>	Minggu keselamatan dan aktiviti promosi keselamatan lain yang diatur oleh pihak pengurusan sangat berkesan dalam mewujudkan kesedaran keselamatan di kalangan pekerja. / Safety week celebration and other safety promotional activities arranged by the management are very effective in creating safety awareness among the workers.	1	2	3	4	5
<b>4</b>	Terdapat persaingan sihat di kalangan pekerja untuk mengetahui dan melaporkan keadaan dan perbuatan yang tidak selamat. / There exists very healthy competition among the employees to find out and report unsafe condition and acts.	1	2	3	4	5
<b>5</b>	Penyelia menjadi sangat tidak senang dan marah apabila pekerja mengetahui dan melaporkan keadaan yang tidak selamat dan bertindak di bahagian kami. / Supervisor becomes very unhappy and angry when employees find out and report unsafe conditions and acts in our section.	1	2	3	4	5

H	Safety compliance	1	2	3	4	5
1	Saya menggunakan semua peralatan keselamatan yang diperlukan untuk melakukan kerja saya. / I use all necessary safety equipments to do my job.	1	2	3	4	5
2	Saya menjalankan kerja saya secara selamat. / I carry out my work in a safe manner.	1	2	3	4	5
3	Saya mengikuti peraturan dan prosedur keselamatan yang betul semasa menjalankan tugas saya. / I follow correct safety rules and procedures while carrying out my job.	1	2	3	4	5
4	Saya memastikan tahap keselamatan tertinggi apabila saya menjalankan tugas saya. / I ensure the highest levels of safety when I carry out my job.	1	2	3	4	5
5	Kadangkala kerana kekurangan masa, saya menyimpang borang prosedur kerja yang betul dan selamat. / Occasionally due to lack of time, I deviate form correct and safe work procedures.	1	2	3	4	5

I	Safety participation	1	2	3	4	5
1	<p>Saya membantu rakan sekerja saya apabila mereka bekerja di bawah keadaan berisiko atau berbahaya. / I help my co-workers when they are working under risky or hazardous conditions.</p>	1	2	3	4	5
2	<p>Saya selalu menunjukkan kepada pihak pengurusan sekiranya ada perkara berkaitan keselamatan yang dapat dilihat di syarikat saya. / I always point out to the management if any safety related matters are noticed in my company.</p>	1	2	3	4	5
3	<p>Saya berusaha keras untuk meningkatkan keselamatan tempat kerja. / I put extra effort to improve the safety of the workplace.</p>	1	2	3	4	5
4	<p>Saya secara sukarela menjalankan tugas atau aktiviti yang membantu meningkatkan keselamatan di tempat kerja. / I voluntarily carryout tasks or activities that help to improve workplace safety.</p>	1	2	3	4	5
5	<p>Saya menggalakkan rakan sekerja saya bekerja dengan selamat. / I encourage my co-workers to work safely.</p>	1	2	3	4	5