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**THE RELATIONSHIP BETWEEN SAFETY MANAGEMENT PRACTICES AND  
SAFETY BEHAVIOR AMONG POLICE OFFICERS IN  
IPD BATU GAJAH PERAK**



**MASTER OF SCIENCE  
(OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT)  
UNIVERSITI UTARA MALAYSIA  
MARCH 2022**

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SAFETY BEHAVIOR AMONG POLICE OFFICERS IN  
IPD BATU GAJAH PERAK**

**By**

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**Thesis Submitted to  
School of Business Management,  
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in Partial Fulfillment of the Requirement for the Master of Science  
(Occupational Safety and Health Management)**



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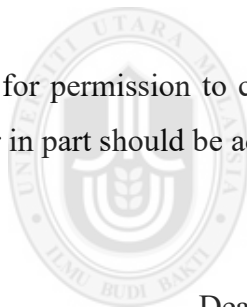
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## ABTRACT

In recent years, unsafe act had become a prominent caused towards injury and accident among the Malaysian Police Officers. Thus, it gives a negative perception to the society. Accident related to police officers due to the unsafe act will give negative impact on their services to the society. There is less study being done related to Police Officers in IPD Batu Gajah Perak. Thus, this project paper will study the relationship between safety management practices and safety behavior among Police Officers in IPD Batu Gajah Perak. The study is involved 200 respondents who is police officers from various department in IPD Batu Gajah. This research study the six component of management safety practices which is management commitment, safety training, employees' involvement, safety communication, safety rules and procedures, safety promotion policies which the independent variables towards safety behavior as dependents variables. The analysis being done by using SPSS version 26 and as the result show that the safety management commitment has positive and significant relationship with safety behavior among police officers in IPD Batu Gajah Perak. The analysis of this study may give the direction to the management of IPD Batu Gajah in enhance the safety behavior among police officers in IPD Batu Gajah in future.

**Keyword:** Safety Management Practices, Safety Behavior, Police Officers



## ABSTRAK

Sejak beberapa tahun kebelakangan ini, kelakuan tidak selamat merupakan diantara punca dominan berlakunya kemalangan dikalangan anggota polis di Malaysia. Kemalangan yang disebabkan oleh tingkah laku tidak selamat akan memberikan imej negatif kepada masyarakat terhadap tugas anggota polis. Oleh yang demikian, kajian ini akan mengkaji hubungan diantara amalan pengurusan keselamatan dengan tingkah laku keselamatan dikalangan anggota polis di IPD Batu Gajah Perak. Kajian ini melibatkan 200 orang anggota polis yang terdiri daripada pelbagai cawangan di IPD Batu Gajah Perak. Kajian ini akan menganalisa enam kompenan pembolehubah bebas iaitu amalan pengurusan keselamatan yang terdiri daripada komitmen pengurusan, latihan keselamatan, penglibatan anggota polis dalam pengurusan keselamatan, komunikasi keselamatan, undang-undang dan peraturan keselamatan, polisi mempromosi amalan keselamatan terhadap tingkah laku keselamatan yang merupakan pembolehubah tetap kajian ini. Kajian ini menggunakan program SPSS versi 26 untuk menganalisa hubungan ini dan hasil menunjukkan bahawa amalan pengurusan keselamatan mempunyai hubungan dengan tingkah laku keselamatan dikalangan anggota polis di Batu Gajah Perak. Hasil daripada kajian ini diharap dapat memberikan input kepada pihak pengurusan IPD Batu Gajah untuk meningkatkan tahap tingkah laku keselamatan dikalangan anggota polis di IPD Batu Gajah pada masa hadapan.

**Kata kunci:** Amalan pengurusan keselamatan, Tingkah laku keselamatan, Anggota Polis

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## LIST OF ABBREVIATION

SUV	Sport utility vehicles
SPSS	Standar
LEKAS	Kajang -Seremban Highway
Ops	Operation
IPD	Ibu Pejabat Daerah
RQ	Research question



# CHAPTER 1

## INTRODUCTION

### 1.1 Introduction

In this chapter will present the background of study, problem statement, significant of study, research objective, scope of study and definition of key term used in this research. This first chapter will provide overall view of management practices and safety behavior among police officer in Police District of Batu Gajah Perak.

### 1.2 Background of study

Nowadays the Police Officer have to face many challenging works on their daily work routine which includes facing a risk of activity and fulling management task to follow. Such, works make them physically and mentally fatigue with this daily routine work. As a Police Officer they must follow policing rules and regulation every single time. These rules and regulation are design to ensure their work is being done with high safety and deliver good quality services to the society.

The management of the Police have the responsibility to train and encourage their Police Officer with good safety management practices. The management commitment towards safety practices will increase their Police Officer safety behavior and performance. It may help to increase their safety awareness and reduce accident during their daily task. It is

important to ensure the Police Officer is in good health, and follow good safety management practices in order to deliver good services to the society.

The management of the Police will focus on safety of their staffs and develop a comprehensive safety management practice for their staffs to help increasing safety behavior of the Police officer eventually reduce accident happened among the Police Officer. Their job can be done with high safety awareness and without any accident happen to them. The management commitment with safety management practices may show the seriousness of the management to control and reduce safety related issues related to the Police Officer related work.

As mention by Subramaniam et al. (2016), when management is committed toward safety, management is likely to be proactive in identifying, managing, and controlling hazards that are likely to result in accidents and when the employees are committed to the management safety commitment, they tend to take safety matters seriously, thus leading to an overall reduction in accident and injury rates.

Management should play their role in applying good management practices in the organization to increase safety behavior among their employees. Management and the employees should have good communication towards each other in order to make the management practices introduce by the management will successfully adapt by the employees. The management have to ensure their can help the underperforming employees

or with low safety behavior awareness to increase their knowledge and safety behavior awareness.

Thus, the management should play their role in increase the police officer motivation and safety knowledge by applying good management practices. The good management practices may help to increase the Police Officer safety behavior. According to Mazzetti et al. (2020) safety knowledge and safety motivation explain the relationship between safety management practices and workers safety behavior. The safety knowledge and motivation are a booster to increase safety compliance and workers participation in safety.

Police Officers have many responsibilities to the society in order to take care of the society safety and law enforcement. They have to daily routine job at the Police Station and public area. In order to deliver good service to the society they must have safety awareness and behavior among them. Unfortunately, there are many accident cases happen related to Police Officer when they do their job. Some of the accident happen had cause fatality to the Police Officer. This is very serious safety issues because it's compensated the Police Officers life and their service to the society. For instance, a report done by Pitchay (2020) mentioned a case of enforces officers are critically injured due to car collision while rushing suspected criminal one of the officers had died due to injury.

Accident among the Police Officer should be given priority by the Top management of Police in Malaysia. This is because the safety of the Police Officer is very important because they need to be in good and safe condition before can help other peoples. They are

many accidents reported related to the Police Officer which happen in our country. According to Lee (2019) fatality statistic between 2010 and 2014 show us there are 1324 Police Officer were death, while 359 injured and get permanent disability because the accident happens during their duty.

Next, controlling daily traffic is one of the Police Officer duties. They have to stand in the middle or at the road side to control the heavy traffic to ensure the road are clear. There is always danger during their duty on the ground especially at the road. They have to be very careful because others driver may cause danger to their life during the duty. Many accident cases happen involve Police Officer during their job at the main road. Hassan (2020) mentioned that a Police Officer death after being crashed at roadblock by a drunken driver at Plaza Tol Kajang South Highway LEKAS. During the accident there are other Police Officer at the roadblock who is working together with the victim.

Safety is very important to ensure all the Police Officer is safe during their daily working and life. The safety behavior should be developed by the management to ensure their safety awareness level is very high. If the management failed to develop the safety behavior among the Police Officer it will cause many issues related to safety and may become more serious and involved their life. The accident and safety related issues happen in the Police station may affected the productivity of the Police Officer performance. This is not good for the management of the Police Station because they cannot deliver good service to the society.

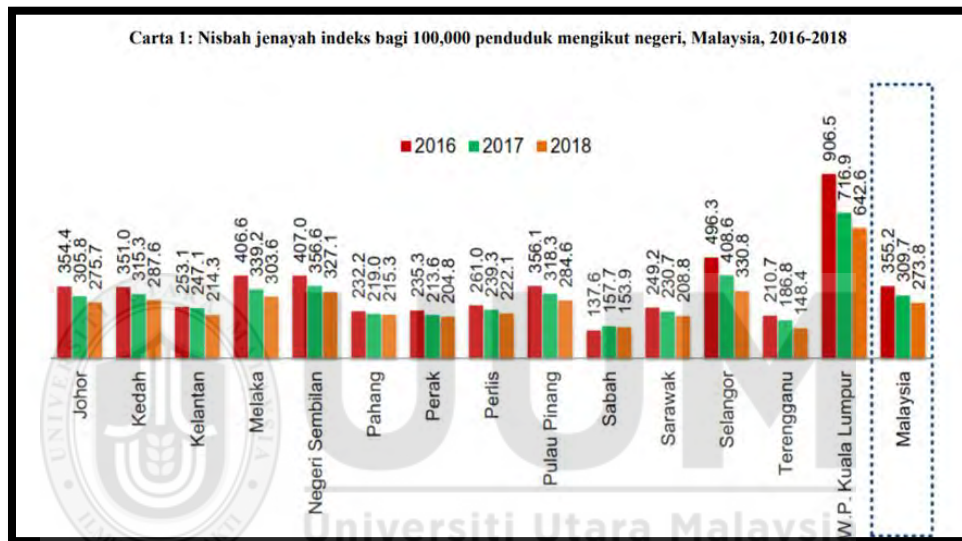
It's the management of Police Station to take the responsibility to educate and increase the safety behavior of the Police Officer. The management have to address the problem and take action accordingly. That is the responsibility of the Police management to ensure their officer is well educated with safety awareness and will lead to increase their safety behavior. The management have to develop good practices and get the involvement of the Police Officer in that program. The participation of the Police Officer in safety program will make the program successfully and encourage them with good safety behavior. However, are the Police management have put their commitment in develop good safety practices and get their officer involved in that program. Therefore, this thesis will be focus on relationship between safety management practices and safety behavior among Police Officer in IPD Batu Gajah.

### **1.3 Problem statement**

This research will focus on relationship between safety management practices toward safety behavior among the police officers. There are six independent variables will be study in this study. The six independent variables are management commitment, employee's involvement, safety training, safety communication, safety rules and procedures and safety promotion and polies. This research will be done because there are some issues related to safety management practices and safety behavior among police officers. Many criminal cases happen in our country and the police officers have to face these challenges and have to do their work to overcome this criminal. The accident may happen during they do their

jobs on the ground. The management of the police officers have to take notes on this issue and ensure the increasing of crime rate will not affect the police officer's safety behavior during doing their daily jobs.

**Table 1.1. Ratio of crime index for 100,000 residents according to state, Malaysia 2016-2018**



**Table 1.2. Index crime rate at Police District of Batu Gajah Perak from Jan- Jul 2020/2021.**

KATEGORI KES	JAN - JUL 2020			JAN - JUL 2021			TURUN / NAIK	
	KES	KES SELESAI	% SELESAI	KES	KES SELESAI	% SELESAI	KES	%
<b>JENAYAH KEKERASAN</b>								
BUNUH	0	0	0.0%	1	1	100.0%	1	100.0%
SAMUN BERKAWAN BERS/API	0	0	0.0%	0	0	0.0%	0	0.0%
SAMUN BERKAWAN T/BERS/API	3	6	200.0%	1	1	100.0%	-2	-66.7%
SAMUN BERSENJATAPI	0	0	0.0%	0	0	0.0%	0	0.0%
SAMUN TANPA S/API	0	0	0.0%	3	1	33.3%	3	300.0%
ROGOL	0	0	0.0%	1	1	100.0%	1	100.0%
MENCEDERAKAN	3	3	100.0%	3	3	100.0%	0	0.0%
<b>JUMLAH</b>	<b>6</b>	<b>9</b>	<b>150.0%</b>	<b>9</b>	<b>7</b>	<b>77.8%</b>	<b>3</b>	<b>50.0%</b>
<b>JENAYAH HARTABENDA</b>								
PECAH RUMAH & CURI	7	3	42.9%	7	4	57.1%	0	0.0%
CURI M/VAN / LORI	0	0	0.0%	0	0	0.0%	0	0.0%
CURI MOTOKAR	1	0	0.0%	2	1	50.0%	1	100.0%
CURI MOTOSIKAL	13	8	61.5%	3	4	133.3%	-10	-76.9%
CURI	14	10	71.4%	16	13	81.3%	2	14.3%
<b>JUMLAH</b>	<b>35</b>	<b>21</b>	<b>60.0%</b>	<b>28</b>	<b>22</b>	<b>78.6%</b>	<b>-7</b>	<b>-20.0%</b>
<b>JUMLAH JENAYAH INDEKS</b>	<b>41</b>	<b>30</b>	<b>73.2%</b>	<b>37</b>	<b>29</b>	<b>78.4%</b>	<b>-4</b>	<b>-9.8%</b>

Even though Police District of Batu Gajah is a small town in Perak. The police officers have to take the risk during facing this criminal at the crime scene. The accident may happen during doing their jobs. They have to ensure the safety is being their priority during doing these jobs. According to Osman (2020) one police constable being beat by a group of man at petrol pump Sri Rampai Kuala Lumpur during doing “Ops Rentap Khas” as prevention operation for robbery crime in Kuala Lumpur. This is very serious issues where the police man being beaten by a group of man during doing his jobs. This is why we want to study the safety management practices by the police and their safety behavior.

Besides that, employee's involvement will be one of the independent variables that will be study in this research. This is because many accidents happen related to police officers and we want to know whether they know the correct safety management practices during doing these jobs. This is because many accident cases related to police officer being reported. This is not a good result for the police management because its shows that the safety behavior awareness is still need to be improved by the management. The police officers need to increase their safety behavior to save their life from any accidents during doing their jobs and may save others peoples life too. This data below in table 1.3 show that numbers of police officers involved in accidents in Batu Gajah district and Perak. Based on the schedule there are 6 accident cases happened related to Police Officer in Batu Gajah district from year 2019-2021.

**Table 1.3. Statistic of accident cases involved Police Officers in Perak from 2019-2021.**

STATISTIK KES MENARIK PERHATIAN PKP DAN PRP TAHUN 2019, 2020 DAN JAN-JULAI 2021													
BIL	DAERAH	KST DIBUKA			SELESAI			BAKI			PENYELESAIAN (%)		
		2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
1.	MUALLIM	2	3	2	2	3	1	0	0	1	100	100	50
2.	MANJUNG	2	3	2	2	3	1	0	0	1	100	100	50
3.	PERAK TENGAH	1	3	3	1	3	3	0	0	0	100	100	100
4.	TAPAH	4	-	1	4	-	1	0	-	0	100	-	100
5.	KAMPAR	1	2	2	1	2	1	0	0	1	100	100	50
6.	PENKALAN HULU	-	-	-	-	-	-	-	-	-	-	-	-
7.	HILIR PERAK	-	2	4	-	2	2	-	0	2	-	100	50
8.	GERIK	1	7	3	1	7	0	0	0	3	100	100	0
9.	BATU GAJAH	4	1	1	4	1	1	0	0	0	100	100	100
10.	IPOH	5	9	8	5	7	6	0	2	2	100	78	75
11.	KUALA KANGSAR	2	6	2	2	5	1	0	1	1	100	83	50
12.	KERIAN	-	3	4	-	3	4	-	0	0	-	100	100
13.	TAIPING	4	2	1	4	2	1	0	0	0	100	100	100
14.	SUNGAI SIPUT	-	5	-	-	5	-	-	0	-	-	100	-
15.	SELAMA	-	-	-	-	-	-	-	-	-	-	-	-
<b>JUMLAH</b>		<b>26</b>	<b>46</b>	<b>33</b>	<b>26</b>	<b>43</b>	<b>22</b>	<b>0</b>	<b>3</b>	<b>11</b>	<b>100</b>	<b>93</b>	<b>67</b>

**Remark:**

***PKP:Pegawai Kanan Polis***

***PRP:Pegawai Rendah Polis***

Besides that, management commitment toward safety and health issues will be focus on this study. This is because the management have to give their commitment toward increasing safety awareness among the police officers. Based on the training calendar we can see that, there is no specific training for safety and health being plan for year 2021 and 2022. The management don't have the effort to educate their staffs on safety and health practices. This is one of the problems that will be focus on this study. Therefore, this study will evaluate the and study the management commitments and behavior among the Police Officer in Batu Gajah.

**Table 1.4. Training calendar for Police District of Batu Gajah year 2021.**

PERANCANGAN AKTIVITI –AKTIVITI CAWANGAN LATIHAN / SUKAN TAHUN 2021		
BIL	AKTIVITI/PERKARA	TARIKH
1	UJIAN KEMAHIRAN MENEMBAK M-16	23-26 MAC 2021
2	UJIAN KEMAHIRAN MENEMBAK CZ-P10C & TARA	26-30 JULAI 2021
3	LDP – BENGKEL TATACARA PEMERIKSAAN A117	10 & 17 OGOS 2021
4	LDP – TATACARA TANGKAPAN & KANUN KESIKSAAN	20 SEPTEMBER 2021
5	KURSUS KAUNTER ADUAN BALAI	5 & 12 OKTOBER 2021
6	KURSUS PEMANTAPAN FARDHU AIN	9 & 16 NOVEMBER 2021

**Table 1.5. Training calendar for Police District of Batu Gajah year 2021.**

TAKWIM KURSUS / BENGKEL / LDP BAGI DAERAH BATU GAJAH													LAMPIRAN 'C'				
BAGI TAHUN 2022																	
BAHAGIAN PENGURUSAN																	
BIL KURSUS	NAMA KURSUS / BENGKEL / LDP	SIRI	KATEGORI			JUMLAH PESERTA	TARIKH KURSUS		TEMPAT KURSUS	PERBELANJAAN MENGIKUT PECAHAN OBJEK						JUMLAH	
			PEG	PRP	KTA		MULA	TAMAT		OS 21000	OS 24000	OS 25000	OS 26000	OS 27000	OS 29000		
1	KURSUS FILHANKRAYA	1	5	30	3	38	1/2/2022	1/2/2022	IPD							RM2,630.00	RM2,630.00
			5	30	3	38	15/2/2022	15/2/2022	IPD							RM2,630.00	RM2,630.00
			5	30	3	38	1/3/2022	1/3/2022	IPD							RM2,630.00	RM2,630.00
			5	30	3	38	15/3/2022	15/3/2022	IPD							RM2,630.00	RM2,630.00
			5	30	3	38	29/3/2022	29/3/2022	IPD							RM2,630.00	RM2,630.00
	JUMLAH		5	25	150	15	190				0.00	0.00	0.00	0.00	0.00	RM13,150.00	RM13,150.00
1	KURSUS KAUNTER PERTANYAAN	1	30			30	7/6/2022	7/6/2022	IPD							RM1,870.00	RM1,870.00
			30			30	9/8/2022	9/8/2022	IPD							RM1,870.00	RM1,870.00
			30			30	4/10/2022	4/10/2022	IPD							RM1,870.00	RM1,870.00
			0	90	0	90							0.00	0.00	0.00	0.00	0.00
	JUMLAH		3	0	90	0	90				0.00	0.00	0.00	0.00	0.00	RM5,610.00	RM5,610.00
1	KURSUS PENGURUSAN FAIL	1	5	20	20	45	5/7/2022	5/7/2022	IPD							RM2,805.00	RM2,805.00
			5	20	20	45	8/11/2022	8/11/2022	IPD							RM2,805.00	RM2,805.00
			10	40	40	90							0.00	0.00	0.00	0.00	0.00
	JUMLAH		2	10	40	40	90				0.00	0.00	0.00	0.00	0.00	RM5,610.00	RM5,610.00
1	KURSUS PEMERIKSAAN/TANGKAPAN	1	2	20	0	22	16/9/2022	16/9/2022	IPD	OS 21000	OS 24000	OS 25000	OS 26000	OS 27000	OS 29000	RM2,505.00	RM2,505.00
			2	20	0	22	13/9/2022	13/9/2022	IPD							RM2,505.00	RM2,505.00
			4	40	0	44							0.00	0.00	0.00	0.00	0.00
	JUMLAH		2	4	40	0	44				0.00	0.00	0.00	0.00	0.00	RM5,010.00	RM5,010.00
1	KURSUS CARA-CARA PENGELUARAN SAMAN TRAFIK	1	2	20	0	22	11/10/2022	11/10/2022	IPD							RM2,505.00	RM2,505.00
			2	20	0	22	6/12/2022	6/12/2022	IPD							RM2,505.00	RM2,505.00
			4	40	0	44							0.00	0.00	0.00	0.00	0.00
	JUMLAH		2	4	40	0	44				0.00	0.00	0.00	0.00	0.00	RM5,010.00	RM5,010.00
5			5			157									RM34,390.00	RM34,390.00	

Besides that, safety behavior among police officers is an important issue to be identified and solve. This is because several incidents related to safety behavior have been happen before and cause injury to the police officers. There are same police officer accidently shoot his friends during working hour. This unsafe behavior happens because they don't follow the correct procedure during carry out their duties. Unsafe behavior among the police officers is very dangerous because there are using fire arm during daily task. As mentioned by Shafien Mamat (2021) a policeman was injured in the left thigh after being shot himself while unloading ammunition in Balai Polis Meranti Pasir Mas Kelantan.

Unsafe behavior among the police officers may affected their life and others people's life. Every police officer should follow standard operating procedure and "*Perintah Tetap Ketua Polis Negara*" to avoid any accident happen during their daily task. Unfortunately, unsafe behavior among police officers still happens. According to Arjunaidi Mohamed (2021) aspects of police officers' negligence and violation of standard operating procedures in the investigation of the death of detainees at IPD Klang Selatan. In this incident, the detainee died after jumping from the second floor of the Police Station. This situation shows that the Police Officers who conduct the investigation don't follow the standard operating procedure and doing unsafe behavior until cause death of the detainees and spoilt the investigation.

There are many unsafety behavior incidents being done and reported related to police officers. This issues also may happen is police district of Batu Gajah Perak and not being reported. Therefore, this study will focus on the relationship between safety management practices toward safety behavior among the police officers in IPD Batu Gajah Perak.

#### **1.4 Significant of Study**

The significant of this study is to identified the relationship between safety management practices and safety behavior among Police Officer in Police District Batu Gajah Perak. The finding of these study will help the management of Police in Police District Batu Gajah in implement good safety policy and program for their Officer in future.

## **1.5 Research Objective**

The major goal of this study is to look into the safety management practices in IPD Batu Gajah and how they relate to police officer safety behavior. In order to achieve the significant of this study, the following research goals were established:

- (i) To examine the safety management practices in IPD Batu Gajah Perak.
- (ii) To examine the safety behavior in IPD Batu Gajah Perak.
- (iii) To classify the relationship between safety management practice and safety behavior among Police Officers in IPD Batu Gajah Perak

## **1.6 Research Question**

The goal of this study is to see if there's a relationship between safety management practices and safety-related behavior among police officers in Batu Gajah, Perak. The research questions are intended to provide a more comprehensive understanding of the relationship between safety management techniques and safety behavior in IPD Batu Gajah, Perak. The following are the research questions (RQ) that have been identified in this study based on the independent and dependent variables:

RQ1 : What is the level of safety management practices at IPD Batu Gajah, Perak?

RQ2 : What is the level of safety behavior in IPD Batu Gajah Perak?

RQ3 : Is there a strong correlation between safety management practices and safety behavior in IPD Batu Gajah, Perak?

## 1.7 Scope of study

This research is focus on the relationship between safety management commitment in the Police Force and their safety behavior. Therefore, Police Officer from Police District of Batu Gajah Perak have been chosen to participate in this research. Total 197 participants of Police Officer in Police District of Batu Gajah were involved in this research.

## 1.8 Definition of key Term

**Behavior** is defined as the way which someone conduct oneself or behaves (Merriam Webster, 2021).

**Safety** is defined as a means to provide a safe working environment. (Balderson, 2016).

**Safety policy** is defined as a company's safety policy is a public, written declaration of the company's commitment to safeguarding the health and safety of its employees as well as the general public. The company's safety policy also outlines the steps it does and will take to protect the lives, limbs, and health of its employees, frequently going above and beyond what is required by law or industry standard practice. (Safeopedia, 2019)

## CHAPTER 2

### LITERATURE REVIEW

#### 2.1 Introduction

This second chapter will focus on the previous studies. The previous studies will be guidelines for this study. Previous study related to management commitment, employee's involvement will be in the literature review and as guidelines and structures in this study. This chapter will also include hypothesis development and theories related to these studies. There are many previous studies being done related to safety management practices and safety behavior, but these studies will focus related to police officers in Police District of Batu Gajah Perak.

#### 2.2 Management commitment

Management commitment is the important part in developing safety behavior among the employees or Police officer in IPD Batu Gajah. The management have to develop proper safety management system to reduce accident and educate the Police Officer in the IPD Batu Gajah. By having good safety policy and procedure that develop by the management can help to reduce human error and avoid accident from happen. It's the responsibility of the management to develop good procedure and policy to increase safety awareness and behavior among the Police Officer in IPD Batu Gajah.

According to Subramaniam et al. (2016) occupational accident is because of the human error and can be reduce if the employer develops proper safety system. This is in line with Occupational Safety and Health Act 1994, where it is stated that the employer has to be responsible in ensuring the safety of workers in the working area. It is commendably that the management of Police District of Batu Gajah should adapt this guideline. So, it may help their Police Officer to practice a correct procedure during their daily task on the ground.

The good safety related policy develop by the management may reduce number of accidents happen in the organization. The Police Officer will follow good standard operation procedure during their daily task. They have proper guidelines to follow and it makes them very careful with their job. This safety related approach by the management is one of the good ways to reduce accident and increase safety behavior among the Police Officer. As mention by Subramaniam et al. (2016) management that instituting safety related approach in their policies, procedures and activities may reducing accident and injuries at work.

Besides that, the management must to build a good communication with their employees. They have to inform and update their employees with the latest safety and health policies. This is part of the employers or the management commitment towards the safety and health policies in their organization. The management of Police Officers in Police District of Batu Gajah have to regularly update the safety and health policies or procedure with the Police

Officer. This will increase the police officer's safety awareness and increase their safety behavior. As mentioned by Adi et al. (2020) manager who is consistently communicate regarding safety and health policy with the employees will increase and build better understanding of safe behavior and reduce unsafe behavior among employees.

The management also need to show good examples of safety management practices to their employees by guiding and demonstrate good examples of safety and health procedure during working to the employees. This will encourage the employees to follow their leader in practicing good safety and health procedure. Also, the leaders of the police officers should teach and encourage their subordinate with good safety and health procedure. The employees and subordinate will feel more motivated if their leaders show good leadership on practicing good safety management. According to Adi et al. (2020) leadership that is encourage the employees to do activities with safety values for their self and the organization will reduce the possibility of accident at working area.

Good safety management by the organization such as safety regular meeting, good communication on safety related matters, accident reporting system will help to improve safety behavior among the employees. It will give good result to the management and reduce accident or injury happen at the working place. The police officers will have done their work by follow the correct safety procedure because of the safety culture create by the management. As mentioned by Vinodkumar and Bhasi (2010) The approaches, plan of action, procedures, and exercises put into effect and accompanied by the board of an

organization to protect the security of its employees are known as safety management practices. Therefore, the management have to put their effort to plan and implement good safety management at the organization.

Besides that, the management have to come out with a good safety program as their effort to encourage safety behavior among the police officers. Effective safety program must be plan to educate the employees and increase their awareness towards safety related matters. This is one of the methods to increase safety behavior among them. The management have built program and policies that is contained safety and health program for the employees. The management have to monitor and maintain good safety procedures in the working place. Safety committees can play their roles in maintaining and encourage the employees to follow good safety policies and program done by the management. According to Jan. et al. (2013) A safety management system is made up of programs, processes, policies, and procedures that have a formal function in charge of developing, implementing, and maintaining them. Functions, duties, responsibilities, accountabilities, and authorities are frequently codified in writing and issued as approved documents.

### **2.3 Employee involvement**

Employee is the one who is doing the daily task in the organization. The police officer in the Police District of Batu Gajah is the one who is responsibility on their daily task on the ground. They will be arranging and instruct to do their daily task based on the superior order. This police officer is the best source of information related to safety related to work.

The information regarding safety from the police officer is the best way to know if there is any issue related to safety in their daily task.

The management have to get the police officer involvement in safety related issue or policy in the management level. The employee involvement may give good input for the management to develop good policy and increase safety behavior among their police officer. As stated by Subramaniam et al. (2016) if the employees involve in safety management process, they will have the responsibility and it will be reduced accident and injury rate. The police officer opinion and suggestion should be listening by the management in developing safety related procedure and policy.

The employees in the organization must be clear about their responsibility regarding safety and health matter. All the police officer in Police District Batu Gajah must know their responsibility towards safety and health related matter in their working place. The management of the Police District of Batu Gajah have to get the police officer to involve in decision making in safety related matter. Their opinion will be value added for the management in planning for good safety and health policy.

Besides that, the employees should be train and educated in practicing good safety and health management. The employee's involvement in safety and health related matter will increase their safety awareness and change their attitude towards safety and health practicing. The employees will adapt the safety culture and will do their work and follow

proper safety and health procedure in their working environment. This is why is important the management have to involve their employees in the safety and health related matters in the organization. As mentioned by Unnikrishnan et al. (2014) to develop a proper safety culture, the management have to reoriented the employees' attitude by accept good safety practices likes housekeeping, changes to new safety and health culture and practices.

Therefore, the management of Police District of Batu Gajah have to train and educate their Police Officers regarding safety and health policy and procedure related to their nature of work. This will increase the Police Officers awareness and may reduce any accident from happen. The good relation between the management and the Police Officer will create better safety culture in the Police District of Batu Gajah. All of the Police Officer will alert and consider safety and health procedure when doing their jobs. All the Police Officer will share and practicing same safety cultures that being educate by the management. As mentioned by Unnikrishnan et al. (2014) safety culture is the organizational culture that's includes attitudes, behavior, norms and values, personal responsibilities related to safety and health performance and policy.

According to Jan. et al. (2013) Employee influence over safety management system policies, programs, and safe work procedures promotes safe attitudes and behaviors. Employees are more inclined to defend their existence and adopt the value of working properly and encouraging others to do so as their influence over safety measures grows. The employee involvement in the safety management program is so important because they

can influence other employees to follow the good safety procedures. This is the best way to promote safety behavior among the employees. The employees will adapt with good safety behavior and this will encourage them to promote safety behavior to other employees. This will increase the safety awareness among the employees.

The management have to encourage employee's involvement in the safety related matter and the work process. The management have to trust and give the opportunity to the employees to give opinion during any decision making related to safety. Examples, the management may give the employees involvement during accident investigation procedure, in performing safety observation to other employees, and involvement in the process of creating safe work procedure in the organization. By doing this, the employees will have more involvement in the process related to safety in the working place. As mentioned by Jan. et al. (2013) Because the entire workforce is invested in the success of the safety program, employee influence and involvement in safety practices can have a significant impact on safety culture and climate. Employee engagement has also been linked to the level of involvement employees have in their job processes.

#### **2.4 Safety Training**

Safety training is one of the methods to increase safety awareness among the Police Officers in IPD Batu Gajah. Safety training may give knowledge and better understanding to all the Police Officers in IPD Batu Gajah. They will have more knowledge regarding safety related matters after attending the safety training. Safety training may help the

management to promote safety behavior among the Police Officers in IPD Batu Gajah. As stated by Subramaniam et al. (2016) The importance of safety training in fostering staff safety practices has been well recognized. By alerting employees about the importance of following safety regulations and procedures, safety training is frequently used to avoid and manage organizational accidents.

The safety officers or management that in charge of the safety training should plan the training accordingly. They have to adhere safety issues and plan for the training accordingly to increase the safety behavior among the employees. The training will help to increase the safety behavior skills among the employees and helps them to carried out work with the correct procedures.

Safety training is a method can be used to improved safety behavior among the employees. The management have to implement good safety training to educate their employees. The management can increase their employee's knowledge related to safety and reduce accident happen during their daily working days. By arrange proper safety training its will help the employees to enhance their knowledge regarding rules and procedures. This is very good to the organization because its will promote safety behavior among the employees. According to Jan. et al. (2013) most federal and state safety and health legislative organizations promote safety training as a key safety practice. Safety training improves workplace safety and health by boosting knowledge and awareness. The techniques in which safety training is created and delivered differ significantly.

The management have to ensure the safety training is aligning with the organization safety and health policy. This is to ensure all the training will effectively give impact to the employee's safety awareness. The employees should be evaluated before and after attending the safety training. By evaluating the training result, the management can improve their training for the employees. The management can monitor their employee's awareness after attending the training session. This may help to encourage the employees to adapt the safety culture in their daily routine work. This will help the employees to learn new skills and knowledge related to safety in their daily jobs. They will be more responsible towards their daily task. The employees will be more effective during doing their daily work and its can encourage them to increase safety behavior. The attitude towards safety will be more positive and align with the organization safety and health policy.

As mentioned by Casey, et al. (2021) Workers must be affectively, cognitively, and behaviorally engaged in learning for safety training to 'stick,' resulting in new knowledge and skills, improved attitudes, and new safety behaviors in the workplace. Adult learning concepts must be applied, training must be relevant, and training must be tailored to the job and individual needs to ensure participation.

The training should be plan and coordinate very well by the management. The management have to address the safety related issues in the organization and plan the training accordingly. This will help to ensure the training is really effective to the employees. The management need to evaluated the employee's knowledge related to safety after attending

the safety training. This is very important to know the level of effectiveness of the training program. The management can use this information to evaluate the safety training module in future for better understanding in new rules and procedure related to safety. Effective safety training is critical to the effectiveness of a safety program because it improves behavioral skills, relevant information, and attitudes while also increasing awareness of accident prevention, especially among new employees.

Therefore, the management have to play their roles and focus in develop effective safety training program to their employees. Effective training program may increase their employee's safety behavior and increase their safety awareness. The management may listen and conduct survey among their employees to get information regarding type of safety training that are suitable to the employees working environment. This is one of the efforts by the management in setup good training program to the employees.

## **2.5 Safety Communication**

Safety communication is important in promoting safety behavior among the employees. The safety communication is also the way to received feedback from the employees regarding safety related matters. The management can used various of communication way to increase communication effectiveness in the working area. The management of IPD Batu Gajah may use bulletin board, official IPD Batu Gajah Facebook web page to promoting and spread news related with safety to increase their officer's safety knowledge.

Besides that, the management may use the management or safety meeting as the medium to communicate information related to safety. This is effective because during the meeting, the management can get the feedback from the employees and analyze the issues accordingly. In this way, the employees will feel more appreciated because their problems and opinion related to safety matter being heard by the management and proper action will be taken by the management.

The management should listen to the employee's information and idea regarding the safety related issues. The management may also encourage the employees by giving them appreciation letters or award because of the idea given to solve safety related issues. By doing this it will encourage the employees to give more feedback related to safety issues and increase safety behavior among them. As stated by Subramaniam et al. (2016) Employees should be encouraged to provide feedback to management on safety-related issues and offer ways to improve the work process and activities that may be made safer, as well as function as a reinforcement tool for acceptable behavior adjustment.

According to Jan. et al. (2013) Communication and information sharing are linked to the frequency and ways of highlighting knowledge and the necessity of safe work (as opposed to safety training). Companies may employ print media (such as posters and paycheck stuffers) to raise awareness of safe work and underline its relevance. Companies can also share information about near-misses and incidents that occur both inside and outside the immediate facility.

The employees should have the access to know information related to safety and health issues in their working place. The management should have good communication medium to give information to the employees. The employees should know their updated rules and procedure related to safety, information related to near miss incident or incident happen in the working place. Such information will help the employees to be more alert on safety procedure on their working area.

## **2.6 Safety rules and procedures**

Safety rules and procedures is a standard rules and procedure develop by the management to develop safety behavior among the employees. The safety rules and procedure will be a guideline for the employees to follow and avoid from any safety noncompliance. The management have to follow the guideline from Occupational Safety and Health Act 1994 to create a good and standard safety rules and procedures in the working place.

Therefore, the management have to communicate to all the employees regarding the safety rules and procedures. All the Police Officer in IPD Batu Gajah should be inform and educate regarding the safety rules and regulation related to their work. The management should take action on any safety noncompliance activity done by the employees. This is one of the commitments by the management in increasing safety behavior among the Police Offices in IPD Batu Gajah. As stated by Subramaniam et al. (2016) safety rules and

procedures establish a clear mission, responsibilities, and goals for employees, as well as behavior standards and a safety system to correct workers' unsafe behaviors.

The supervisor may help the management in enforce and informing the employees regarding revised safety rules and procedures. The supervisor should monitor any nonconformity from the safety work and updated with the management. This is one of the methods to monitor safety rules and procedure in the working area. According to Jan. et al. (2013) detection and monitoring serve to strengthen an organization's other safety management system activities. Organizations can build and use checklists that supervisors and other staff can use to spot circumstances and behaviors that aren't following the safety rules and standards. When a breach of safety rules and procedure is discovered, organizations can respond in a variety of ways. The management have to play their roles in make sure all the employee understands the safety rules and procedure in the company. The management have to take the responsibility to teach and educate their employees regarding the safety rules and procedure. The management have to ensure they have built good communication with the employees to update them with the new safety and procedures. The management have to train the supervisor as trainer for them to educate their sub ordinate regarding the organization safety rules and procedure.

## **2.7 Safety promotion policies**

Safety promotion policies is a way to continuous improvement in develop safety behaviors among the employees. Safety promotion is the management way to promotes the best

safety practices among them and employees to encourage their safety awareness. Safety promotion policies is the management commitment to develop promotion such as safety bulletin, audio visual training kit and safety campaign to positively increase the safety compliance among the employees. As stated by Subramaniam et al. (2016) policies aimed at ensuring the existence and maintenance of conditions required to achieve and maintain an optimal level of safety are known as safety promotion policies. The research has shown that safety promotion and policies have a positive impact on minimizing workplace accidents and injuries.

The management have to encourage safety promotion in their organization because its will increase the safety behavior among the employees. The management have to promote good safety behavior to the employees. The employees will enhance their knowledge and its will become their culture to safety awareness if the management continuously done the safety promotion policies. By doing the safety promotion will help the employees to think positively related to safety issues and it's a good way preventing accident at the earlier stage.

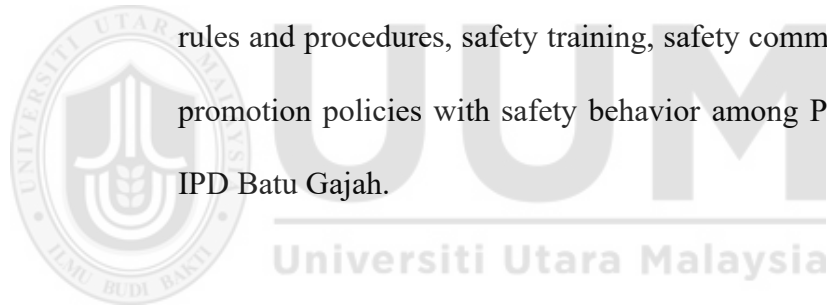
The management may be reducing accident in their working place by giving more commitment in promoting safety policies in their working place. It's also shown the commitment by the management in preventing accident in future. The management can reduce injury among the employees because of the safety promotion policies that educate the employees on safety rules and procedure.

As mentioned by Lebbaeus Asamani (2020) as a sub-facet of organizational culture, safety culture is stated to have an impact on workers' attitudes and behaviors in relation to their health and safety behavior or safety performance. The health and safety culture that exists within a business has a significant impact on the workforce's health and safety behavior.

## **2.8 Hypothesis Development**

The following hypothesis was developed based on the literature review described and the conceptual framework developed.

*Hypothesis H1:* Is there any significant influence between management practices in term of management commitment, employee's involvement, safety rules and procedures, safety training, safety communication, safety promotion policies with safety behavior among Police Officers in IPD Batu Gajah.



## **2.9 Maslow Theory**

Maslow theory is a concept of hierarchy of needs for the peoples. This theory explain that people have five level of hierarchy of need. They will fulfill the first level before they fulfill their next level of need. This theory explains what makes the peoples happy and what they will do to achieve their need and aim. According to Cherry (2021) theory of Maslow suggest that peoples will fulfill their basic needs before go to another level. The level in Maslow theory is start from physiological, safety, belonging, esteem and finally self-actualization.

**Table:2.1 The five level of Maslow hierarchy of need**



The first level of the theory is physiological need by the peoples. The physiological need is included food, water and other basic need for the peoples to live. This is the basic need that all peoples need in their life. As a police officer we need to have these basic needs likes foods, water, clothes in our daily life. We will be happier to work if we have this basic need in our life. We will be healthier and can deliver good service during our daily task. Cherry (2021) mentioned that basic physiological likes food, water, sexual reproduction is needed for the survival of the peoples.

As the management of the Police in district of Batu Gajah, they may look into the physiological needs of their employees. The employees who are the police officer have to provide with educate physiological needs to make sure they are motivated and can deliver good service. The management can provide good foods for them by have goods food caterer for them and cafeteria in the organization. The management may help and suggest

goods menu for them in the cafeteria. This will make them happy to work and feel more motivated with their working environments.

Next is the safety need for them. Safety is including financially, health and safety against accident and injury. As a human this is the second need they need to motivated their self. The management have to take care of their employees' safety by providing safe working environment. The management have to take the responsibility on their employee's health and safety. According to Hartzell (2021) mentioned that as a management should be accountable for the safety needs of the employees by providing safe working environment.

Belonging is the next level in the Maslow theory hierarchy of needs. This is where the peoples need for love, friendship, community and religious organization. Cherry (2021) mentioned that, to avoid loneliness, depression, anxiety it's important for the peoples to have relation with the community and feel loved. The relationship likes friends, religious and other community group is important to avoid them from feed loneliness and anxiety. The management have to always keep in touch with their employees. They have to plan for social program for the employees to avoid them from stress and feel anxiety. The employees will feel appreciated if the management take care of their social welfare.

Self-esteem and self-actualization are the next level in the Maslow hierarchy of needs. This is the final level of the Maslow hierarchy of needs. As an employee the Police officer needed to be respect by the management. The management may appreciate their employees

by give them promotion or appreciation certificate for their achievement. The employee will feel more motivated if the management recognize their achievement. The management may also invite their employees in management meeting and give them the opportunity in decision making. According to Hartzell (2021) the management may offering promotion and additional responsibility to value added the employee and invite the employees in decision making and provide flexibility in their jobs to increase their self-esteem and actualization.

## **2.10 Summary**

There are six independent variables previously addressed, including management commitment, safety training, employee involvement, safety communication, safety regulations and procedure, safety promotion policies, and the relationship with safety behavior. The approach used to perform the study for the safety behavior will be discussed in depth in the following chapter.

## CHAPTER 3

### RESEARCH METHODOLOGY

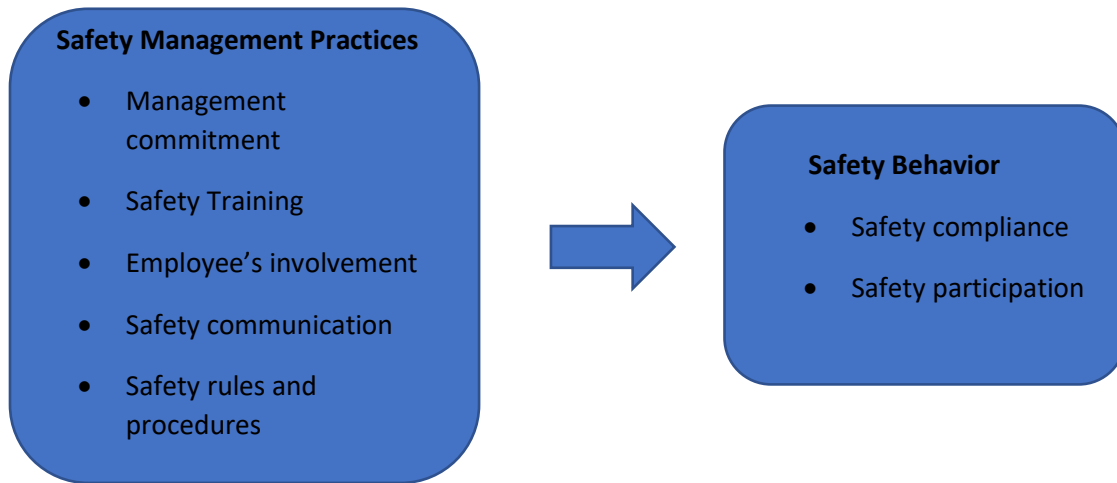
#### 3.1 Introduction

This third chapter is focus on the methodological part used in these studies in collecting empirical data. This chapter will focus on research framework, research design, population and sample size, sampling technique, questionnaire design, data collection procedure and data analysis technique. The aim of this study is to find reliable ways for quantifying the impact of safety management practices on safety behavior among the police officers in Police District of Batu Gajah Perak. Therefore, these data will be evaluated effectively with proper data analysis method.

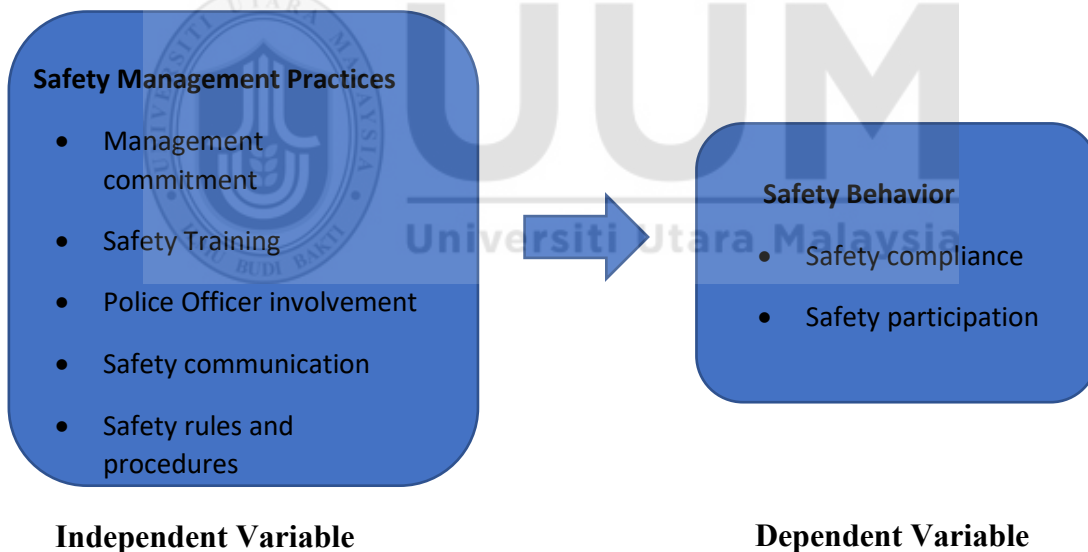
#### 3.2 Research Framework

This research framework of this study is based on the past research conducted by Subramaniam et al. (2016). In this research six independent variable and safety compliance and participation as component for dependent variable. For this research, six independent variables have been chosen from this tested conceptual framework. The conceptual framework for this study is as Table 3.2 below:

**Table: 3.1 Model tested by Chandrakantan et al. (2016)**



**Table 3.2 : Research Conceptual Framework**



### **3.3 Research Design**

This research is to study the relationship between good safety management practices and safety behavior among Police Officer in IPD Batu Gajah. This study will determine the relation between six independent variables. This research used correlation and regression analysis to determine the relationship and significant value between the six independent variable toward the dependent variable. Questionnaire are used with the respondent to collect data from them. The questionnaire will be prepared on dual language which in Bahasa Melayu and English. This is to for better understanding for the respondents. Total 197 respondent will take part in this study. The respondents are from Police Officer who is working in IPD Batu Gajah.

### **3.4 Research Population and sample size**

The research focus on population of Police officer in the district of Batu Gajah. The population of Police Officer is from various department in the Police Station. The police officer randomly selected to join this research as respondent. There are police officers from Criminal Investigation department, Narcotic Investigation Department, Commercial Crime Investigation Department, Traffic department and from Administrative Department.

The sampling size for the research is based on Krejcie and Morgan's (1970). The population for Police District of Batu Gajah is 400 and the samples size selected for this research is 197. The google form is given to all the selected random respondents. Google from is used for this research due to health conscious because of Covid 19 disease.

### **3.5 Sampling Technique**

For this research probability sampling will be used. Random sampling will be used to select samples for this research. Data will be refined through a number of steps, including screening to ensure that only usable and high-quality data is used for further analysis. The respondent in this study is police officers from IPD Batu Gajah.

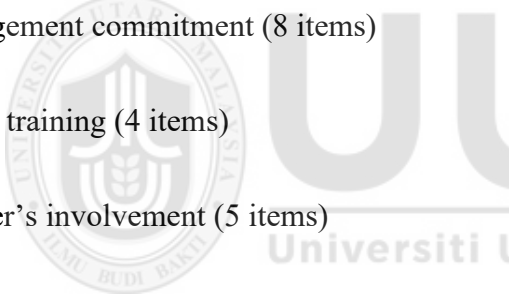
### **3.6 Questionnaire design**

Questionnaire is the method used in this research to gather information from the respondent. The questionnaire that will be used in this research should be effective to get all the information needed for this research. The questionnaire should be design properly because its will affect the consistency and validity of the data after being analyze. As mentioned by Mcleod (2018) a questionnaire is a research tool that consists of a series of questions designed to collect data from respondents. Questionnaires are a low-cost, rapid, and effective approach to collect significant amounts of data from a big number of people. This is to ensure the data that received from the questionnaire is effective and consistency. The questionnaire will be done in dual language which in Bahasa Melayu and English.

The data for this study was gathered through the use of a questionnaire. The questionnaires were administered in two languages: English and Bahasa Malaysia, including self-administrative questions. The demographic characteristics of the respondents are listed in the first section of the questionnaire. The departments, present designations, credentials,

age, gender, number of years of experience, accident history experienced but not recorded, and the number of accidents suffered are all characteristics of the personnel.

The researcher used six different instruments in the second section, which is about safety management practices, to assess the different dimensions of management commitment, safety training, employee involvement, communication and feedback systems, rules and safety procedures, and safety promotion policies. Vinodkumar and Bhasi (2010) employed these tools in their study on the examination of a company's safety management measures for employees. As a result, the following items are included in this section:

- 
1. Management commitment (8 items)
  2. Safety training (4 items)
  3. Worker's involvement (5 items)
  4. Safety communication and feedback (4 items)
  5. Safety rules and procedures (4 items)
  6. Safety promotion policies (3 items)

The researcher employed two key aspects for the dependent variable, safety behavior, which were safety compliance and safety involvement. Vinodkumar and Bhasi (2010) also used these two instruments in their study of safety management practices. This section contains of:

1. Safety compliance (7 items)
2. Safety participation (5 items)

As stated in table 3.3, all of the above characteristics were assessed using a five-point Likert Rating Scale. On each questionnaire item, respondents were asked to indicate their level of agreement or disagreement.

**Table: 3.3 Five-point Likert Rating Scale**

Judgement	Scale
Strongly Disagree	1
Disagree	2
Disagree Nor Agree	3
Agree	4
Strongly Agree	5

### **3.7 Data Collection Procedure**

This study is employing quantitative method which is using self-administered questionnaires to acquire the relevant data. The questionnaires are based on past research on the same subject. The data gathering process begins with the creation of a survey questionnaire that asks police officers about their perceptions of safety management procedures and how they relate to safety behavior in IPD Batu Gajah. Total of 197 surveys distributed among the police personnel at IPD Batu Gajah.

Employees from IPD Batu Gajah Perak with 400 employees will be the target group for this study. The minimal number of samples required by the researchers in this study, according to Krejcie and Morgan (1970), is 197 persons. The number of questionnaires distributed and the number of retrieved questionnaires received by the researcher are shown in Table 3.4. The response rate was 80%. due to a lack of support from the respondents, the researcher had some challenges with 20% of the surveys form has not been returned.

**Table 3.4: Number of questionnaires distributed and received**

Item	Quantity
Questionnaires distributed	250
Questionnaires received	200

The study employed both primary and secondary data gathering approaches to gather information. The principal data collection methods included doing a study on one's own or using the data for the purpose for which it was collected. The data for secondary research, on the other hand, was collected by a third party or for some other cause. As mentioned by Formplus (2008) data collection is a systematic process of obtaining and evaluating specific information in order to provide answers to relevant queries and assess the outcomes.

It focuses on learning everything there is to know about a specific topic. It's worth noting that data collecting is divided into two categories: primary data collection and secondary data collection. Questionnaire is the primary data for this research. The questionnaire will be distributed to all the respondent who is Police officer in Police District of Batu Gajah. Journal and online article are the secondary data used for this research. This information from the journal and online article is the source of information for the research. The goal of examining published works of literature connected to compliance safety behavior is to gain a fundamental understanding of the subject's essential themes and challenges.

### **3.8 Pilot Studies**

Before the final data dissemination, the researcher ran a pilot study. The questionnaire response had undergone pilot testing in order to assure the study's dependability. A pilot study serves as a roadmap for a larger investigation. It's done to see how clear queries are and to spot issue areas that need to be addressed.

A total of 40 employees from the company took part in the pilot project. Statistical Package for Social Sciences (SPSS) version 26.0 was used to analyze the raw data from this pilot project. The purpose of this pilot study was to assess the instrument reliability in this survey form. Furthermore, this pilot study is to get response from the respondent regarding the questionnaire.

The ability of an instrument to obtain a consistent and stable measurement is referred to as instrument dependability. Internal consistency, as evaluated by Cronbach's alpha, can be used to make these measurements. Cronbach's alpha revealed a high correlation between the two items. The coefficient of reliability (alpha) ranges from 0.00 to 1.00 and is used to describe reliability. As a result, a higher coefficient alpha indicates that the test is more reliable. The tested Cronbach Alpha values of the pilot study are provided according to each variable group in Table 3.5.

**Table 3.5: Tested Alpha for pilot study**

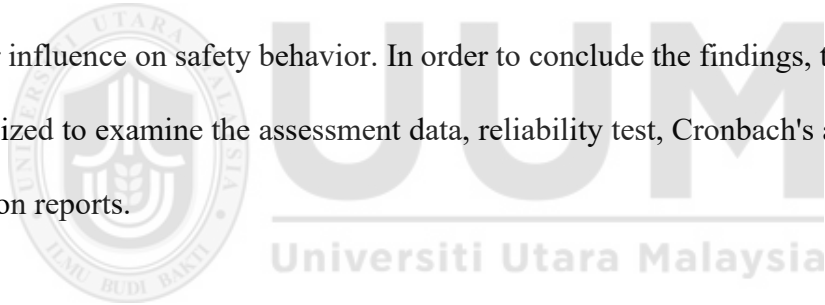
Item	Type of variable	Cronbach's Alpha
Management commitment	Independent	0.867
Safety Training	Independent	0.939
Employee involvement	Independent	0.888
Safety communication and feedback	Independent	0.880
Safety rules and procedure	Independent	0.701
Safety promotion policies	Independent	0.846
Safety compliance	Dependent	0.886
Safety participation	Dependent	0.892

### **3.9 Data Analysis Technique**

SPSS software is used for this research because it can analyze the data accurately and truthfully. For this research, data is been analyzed using SPSS statistical package 26. Descriptive analysis, reliability analysis, Pearson correlation analysis, and multiple linear regression analysis are the kind of analysis methodologies that will be used in this study.

### **3.10 Summary**

The research was based on 200 questionnaire samples obtained from respondents in IPD Batu Gajah, Perak, to verify police officers' perceptions of safety management procedures and their influence on safety behavior. In order to conclude the findings, the SPSS version 26 is utilized to examine the assessment data, reliability test, Cronbach's alpha, mean, and correlation reports.



## CHAPTER FOUR

### RESULTS AND ANALYSIS

#### 4.1 Introduction

This chapter present the study's of the data findings. The study was analyzed using a reliability test and descriptive frequencies. The Pearson correlation will be given and thoroughly explained. In this chapter, the study's findings will be discussed. All of the questionnaires were obtained from IPD Batu Gajah officers. The statistical package for social sciences (SPSS) version 26 was used to analyze the data in this chapter.

#### 4.2 Response rate

The selected questionnaires were distributed for 250 respondents and only 200 of them completed them entirely. All the questionnaires were distributed among the Police Officers in IPD Batu Gajah. The respondent rate is 80%. There is lack of support from some respondents that don't want to participate in this survey.

#### 4.3 Profile of Respondents

**Table 4.1: Demographic characteristics of the respondents (n=200)**

Item	Profile	Frequency	Percentage (%)
Gender	Male	169	84.5
	Female	31	15.5

Nationality	Malaysian	200	100
	Non-Malaysian	-	
Age	18-21	21	10.5
	22-25	4	2.0
	26-29	51	25.5
	30-33	40	20.0
	34-37	66	33.0
	Above 38	18	9.0
Qualification	Sijil Pelajaran Malaysia	185	92.5
	Sijil Tinggi Pelajaran Malaysia	2	1.0
	Diploma	7	3.5
	Degree	6	3.0
Accident Experienced	None	113	56.5
	1-2 times	72	36.0
	3-4 times	9	4.5
	More than 4 times	6	3.0

The researcher has been using the descriptive frequency analysis to analysis the respondent's demographic information. There are 200 respondents who is the Police Officers in IPD Batu Gajah involve in this survey. Based on the table 4.1 most of the respondents are male compare to female. The data show that 169 respondents are male and the percentage of male involve in this survey are 84.5%. There are also female respondents involve in this survey which is 31 person which is 15.5%. All of the respondent's area Malaysians.

Next is the age of respondents involve in the survey. The majority respondents involve in this survey are from the age of 34-37 years old which the frequency is 66 and 33.0% from the overall respondents involve in this survey. The lowest frequency of age for the respondents is from 22-25 years old which the frequency is 4 and the percentage is 2.0%. The second largest group of respondents is from age 30-33 which the frequency is 40 and the percentage is 20.0%.

There is various level of education level of respondents in this survey. The largest group of respondents in this survey level of education is from Sijil Pelajaran Malaysia (SPM) which the frequency is 185 and 92.5% from the overall respondents. Besides that, there are also respondent with Diploma 3.5%, Degree 3.0% and Sijil Tinggi Pelajaran Malaysia 1.0%.

Based on the table 4.1, there are 56.5% of respondents don't have experiences accident during their service in IPD Batu Gajah. Besides that, some of the respondent have experiences accident during working in IPD Batu Gajah, which 1-2 times 36.0%, 3-4 times 4.5% and more than 4 times is 3.0%.

#### 4.4 Reliability Test of Questionnaire Items

The internal consistency of each factor was checked using the Cronbach's Alpha method in this study. It was stated that a basic research's reliability should be at least 0.7 or higher. As a result, we shall analyze the Cronbach's alpha ( $\alpha$ ) reliability coefficient in this study based on pilot samples (Cronbach, 1951). According to (Nunnally, 1978 & DeVellis, 2003) with a Cronbach alpha value of 0.70 or higher, the established scale is said to have great internal consistency.

**Table 4.2: The reliability test of all variables**

Cronbach's Alpha Value	N of Items
.894	40

**Table 4.3: The reliability test of each variable**

Variable	No of items	Cronbach's Alpha Value
Safety Management Practices	28	.847
Safety Behavior	12	.828
TOTAL	40	.894

Based on the analysis from the Cronbach's Alpha value in Table 4.3 verified by SPSS indicate that total value for all safety management practice variable was ( $\alpha = .847$ ) meanwhile total value for the safety behavior variable was ( $\alpha = .828$ ). As a result, total value for each variable was ( $\alpha = .894$ ).

#### **4.5 Answering Research Question**

The descriptive analysis was used to answer the first study question about the level of safety management practice among police officers in IPD Batu Gajah. The data was examined with the SPSS program version 26, and the mean categorization is shown in table 4.4.

**Table 4.3: Classification of Mean**

Range of Mean	Description
1.00-1.80	Very Low
1.81-2.60	Low
2.61-3.40	Moderate
3.41-4.20	High
4.21-5.00	Very High

Source: Veloo & Rahman ( as cited in Sidek, 2015)

**Table 4.4 Mean statistic for safety management practices and safety behavior**

Variable	N	Mean	Standard Deviation
Safety Management Practices	200	4.1502	.35951
Safety Behavior	200	4.3183	.35736

As per table 4.4 describe that the mean statistics of the independent and dependent variables as a comparison. Based on the data show that, the mean values of safety management practices and safety behavior is between 4.1502-4.3183. According to this data show that the safety behavior mean is higher than safety management practices. The standard deviation for safety management practices is 0.35951 and safety behavior is 0.35736.

**Table 4.5 Safety Management Practices Mean Statistics**

Dimensions	N	Mean	Std.Deviation	Std.Error Mean
Management Commitment	200	4.1306	0.52904	0.03741
Employee involvement	200	4.1760	0.38959	0.02755
Safety rules and procedures	200	4.2438	0.42712	0.03020
Safety training	200	3.9975	0.53225	0.03764
Safety Communication	200	4.1513	0.43978	0.03110
Safety Promotion Policy	200	4.2367	0.44407	0.03140

The data shown in table 4.5 are for the six management practices which include management commitment, employee's involvement, safety rules and procedures, safety training, safety communication and safety promotion. The range for this data is from 3.9975 – 4.2438. The highest mean score is for safety rules and procedure which the score is 4.2438 and the lowest score is safety training which the mean score is 3.9975.

**Table 4.6 Safety Behavior -Mean Statistics**

Dimension	N	Mean	Std.Deviation	Std.Error Mean
Safety Compliance	200	4.2086	0.44944	0.03178
Safety Participation	200	4.4050	0.35543	0.02513

For safety behavior it contains two dimension which is safety compliance and safety participation. Based on the table 4.6 shown that safety participation has the highest mean values which is 4.4050 compare to safety compliance 4.2086. This show to us that, the respondents who is Police officers in IPD Batu Gajah take participation in developing safety behavior in their work place. This data show that they have the attitude to voluntary doing their job with the best safety manner and follow the correct safety procedure. Even though the safety compliance mean low compare to the safety participation but the mean score is high also and show that the police officers compliance and participation towards safety behavior.

#### **4.6 Correlations Analysis**

The correlation test analysis was conducted to address research question number three, which was whether there was any relationship between safety management practice and

safety related behavior among police officers in IPD Batu Gajah. The range of correlation and description are shown in Table 4.7 below.

**Table 4.7 : Table of Correlation**

Range of Correlation	Description
0.91-1.00	Very strong
0.71-0.90	Strong
0.51-0.70	Moderate
0.31-0.50	Weak
0.01-0.30	Very weak
0.00	No correlation

Source: Chua, 2006 (as cited in Sidek, 2015)

The range of correlation based on the Table 4.7, from Chua (2006) above presented that the analysis result of Pearson Correlation between safety management practice in which the scopes were management commitment, employee involvement, safety rules and procedure, safety training, safety communication and safety promotion and policies are shown in Table 4.8. It displayed a strong correlation at  $r = 0.690$ . Results showed that moderate correlation and significant ( $r = 0.690$ ) between safety management practice and safety related behavior.

Its show that, the police officers have knowledge regarding safety management practices that being implement in IPD Batu Gajah. However, their attitude towards safety behavior is still moderate. The management in IPD Batu Gajah need to enhance their effort to encourage more idea related to safety management practices to increase safety behavior among the police officers in IPD Batu Gajah.

**Table 4.8: Correlation analysis of Safety Management Practices and Safety Behavior**

		SMP	CSB
SMP	Pearson Correlation	1	.690**
	Sig. (2-tailed)		.000
	N	200	200
CSB	Pearson Correlation	.690**	1
	Sig. (2-tailed)	.000	
	N	200	200

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

#### 4.7 Regression Analysis

Table 4.9 below show the result of regression analysis for the safety management practice and safety behavior of the police officers in IPD Batu Gajah. The value for R square is .476 (47.6%). The results showed that the independent variable which is safety management

practice is significant with the dependent variable which is safety behavior. The ANOVA result table in Table 4.10 and Table 4.11 indicates that the model and variables as a whole is statistically significant between the groups' means with the t value 13.406 and .000 (< .05).

**Table 4.9: Results of Regression Analysis Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.690a	.476	.473	.25939

**Table 4.10: Result of ANOVA ANOVA**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	12.092	1	12.092	179.714	.000 <sup>b</sup>
	Residual	13.322	198	.067		
	Total	25.413	199			

a. Dependent Variable: CSB

b. Predictors: (Constant), SMP

**Table 4.11: The Coefficients Results Coefficients**

		<b>Coefficients<sup>a</sup></b>				
		Unstandardized		Standardized		
		Coefficients		Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.473	.213		6.913	.000
	SMP	.686	.051	.690	13.406	.000

a. Dependent Variable: CSB

#### **4.8 Summary**

The survey has been conducted among 200 police officers in IPD Batu Gajah Perak. The respondent has given good response where the response rate is 80%. The result for Cronbach's Alpha also shows good result which the Cronbach Alpha is 0.894. The result is acceptable and the consistency reliability is above 0.60 as per the reference value. Besides that, there is moderate relationship between safety management practices and safety behavior which the score is  $r = 0.690$ . Finally, there is significant value (.000) between safety management practices and safety behavior among the police officers with the t value is 13.406.

## CHAPTER FIVE

### DISCUSSION AND RECOMMENDATIONS

#### 5.1 Introduction

This is the final chapter which is the summary for this research. In this chapter will we discuss on the data gathered in chapter four. Based on the discussion on the data collection, several recommendations will be suggesting to improve and enhance safety behavior among the Police Officers in IPD Batu Gajah. The purpose of the research is to study the relationship between safety management practices towards safety behavior among Police Officers in IPD Batu Gajah. The safety management practices are including, management commitment, safety training, safety rules and procedure, safety promotion, employee's involvement and safety communication.

#### 5.2 Discussion and Research Question

**RQ1: What is the level of safety management practices at IPD Batu Gajah Perak?**

The safety management practices in IPD Batu Gajah show high value which the mean values are 4.1502. The data show us the high consistency of safety management practices in IPD Batu Gajah. The high values of mean value show the Police Officers responds towards safety management practices in IPD Batu Gajah. The Police Officers in IPD Gajah really appreciate the initiative done by the management in implement safety management practices in the working place.

Next is the safety rules and procedures show high mean value which is 4.2438. The data show that the respondents have good understanding and perception towards safety rules and procedures in their working place. The management of IPD Batu Gajah have put the effort to educate the police officers in IPD Gajah regarding safety rules and procedure in their working place. The data show to us that the management have successfully communicate and make the police officers understand the safety rules and procedures in their working place. The management also have good and clear mission and safety standards in their organization which make the police officers aware on the safety rules and procedure. Subramaniam et al. (2016) The degree to which a business defines a defined mission, duties, and goals, establishes standards of behavior for employees, and provides a safety system to rectify workers' safety behaviors is referred to as safety rules and procedures.

The mean value for safety promotion policy is 4.2367. This mean values are considering high and show positive and shows that the police officers in IPD Bajah aware about the safety promotion policy in their organization. The management educate their employees regarding safety management practices with good safety promotion among the polices officers. The mean values show the management commitment in promoting safety policy in working place and the police officer's attitude towards safety policy. Subramaniam et al. (2016) The application of safety promotion policies demonstrates not only management commitment to safety, but also a proactive approach to safety. Indeed, research have shown that safety

promotion and legislation have a positive impact on minimizing workplace accidents and injuries.

Besides that, the safety communication and employee's involvement show high mean value too. Which the safety communication show the mean values is 4.1513 and the employees involvement show the mean value is 4.1760. The management of IPD Batu Gajah have implement good safety communication ways in their organization. The effective communication between the management and the police officers should be two-way communication. The polices officers also need to be encourage to give feedback on enhance safety related matter in the organization. This is the best way to reduce accident and increase safety awareness among the polices officers. As mentioned by Subramaniam et al. (2016) employees should also be encouraged to provide management with input on safety-related issues and suggestions for improve the work processes and activities. The police officer's involvement in the decision making related to safety policy with the management will give good impact to the safety behavior among them.

Based on the data analysis, the lowest mean values in are related to safety training. The mean value is 3.9975. Even though the mean values are high but compare to others independent variables in safety management practices this is the lowest mean values. The employees who is the police officers have been educate with good and effective training which can increase their knowledge towards safety policy. The

management had created effective syllabus for the polices officers in IPD Batu Gajah for them to increase their knowledge related to safety. Subramaniam et al. (2016) Stated that, employees' safety behavior, skills, and knowledge improve as a result of excellent safety training. They are likely to be aware of potential workplace hazards and risks, as well as the potential consequences if the dangers are ignored.

**RQ 2: What is the safety related behavior among police officers in IPD Batu Gajah?**

Based on the analysis the safety behavior mean value is 4.3183. The mean values is very high and show that the police officers in IPD Batu Gajah have high safety behavior among them. Their commitment and awareness regarding safety behavior is very high. The police officers in IPD Batu Gajah are given commitment to the management in practicing good safety policy.

**RQ 3: Is there any relationship between safety management practices and safety related behavior among police officers in IPD Batu Gajah?**

There is relationship between safety management practices and safety behavior among the police officers in IPD Batu Gajah. Based on the analysis show that the relationship is moderate between safety management practices and safety behavior. The correlation value is  $r = 0.690$  which based on the Chua (2006), the correlation values is moderate. Even though the correlation value is moderate, the management

must keep on engage their police officers with good safety policy which can improve their safety behavior.

### **5.3 Implication to the organization**

Based on the analysis, the management have implemented good safety management practices in IPD Batu Gajah and the police officers have knowledge regarding safety management practices and good safety behavior among them. The management of IPD Batu Gajah may increase the safety awareness among the polices officers with better engagement with them and increase the two-way communication related to safety issues with the police officers. The idea and feedback from the police officers will be good input for the management in develop safety policy in the organization.

Besides that, the management could improve the safety training for the police officers in IPD Batu Gajah. The safety training can improve the police officer's knowledge related to safety matters and enhance their knowledge on safety issues in their working place. The management have to identified what kind of training suitable for them and plan for the proper training plan for them. Training need analysis is one of the method can be used by the management to plan and implement proper safety training program for the polices officers. Subramaniam et al. (2016) the importance of safety training in fostering employee safety behavior has been well documented and successful safety training improves employee safety behavior, skills and knowledge.

Next the management may focus in prevention method in the organization. The management in IPD Batu Gajah should include their police officers to involve in this program. The prevention is good to reduce any accident and unsafe act happen in their daily routine work. The management may create safety checklist to help the selected employees to monitor their daily work which follow proper safety procedure. The employees may observe their work and compare with the safety checklist to ensure their working procedure follow the correct procedure. This is one of the initiatives that can be done by the management to enhance safety behavior among the police officers. The police officers will have the responsibility towards safety issues in the organization because they are included in the proses of prevention unsafe act from happen in their work place. According to Watcher and Yorio (2013) detection and monitoring serve to strengthen an organization others safety management system activity. When a violation is discovered, the organization can respond in a variety way.

Worker's involvement is one of the factors need to be focus in IPD Batu Gajah. The management have to get the involve of police officers from various rank and position. The management have to consider the suggestion from all the police officers including from the lowest rank in IPD Batu Gajah. The input from them related to safety issues may help to increase safety awareness and increase work performance. Showing a higher achievement reducing unsafe act during doing their daily work. As mentioned by Subramaniam et al. (2016) employees that involved in decision making process will be more committed on giving better suggestion that will lead to better job performance.

#### **5.4 Limitation of the study**

The study was conducted only in IPD Batu Gajah Perak, which is one of the districts in Perak. Furthermore, in future large group which may include several more district in Perak. The data will show us more clear pictures regarding safety management practices related to police officers in Perak. The study was conducted during Covid 19 pandemic, it make difficult to get the police officers commitment to spend their time on the questionnaires. More time needed to get the respondent to fill in the questionnaires.

#### **5.5 Recommendation for future studies**

For future studies, its recommended that the study to focus on studying more district in Perak for a higher impact and foreseeing overall level of safety management practices and safety behavior among police officers in Perak. The communication framework needs to be updated to gather a higher data efficiency. The researcher may use email, survey website for better date collection and increase the participations rate among the respondent.

#### **5.6 Conclusion**

Finally, from the analysis show us that the safety management practices have moderate correlation at the value of  $r = 0.690$  with safety behavior. The management have to give more effort in enhance and develop more attractive safety policy and safety management practices to increase the safety behavior level among the police officers in IPD Batu Gajah.

The effort that put by the management of IPD Batu Gajah will give them positive impact in future in term of safety related matter and increase the police officers job performance.



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