

Maintenance Environment Survey (MES) (1st Version)

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This is a scale that can be used to measure safety climate in an aviation maintenance setting. I used it in a military setting. Researchers are welcome to use the scale.

The relevant citation for the validation research is:

Fogarty, G. (2004). The role of organizational and individual variables in aircraft maintenance performance. *International Journal of Applied Aviation Studies*, 4 (1), 73-90.

A copy of this paper can be downloaded at:

<http://eprints.usq.edu.au/926/>

Other papers of mine can be found on the same site.

The published paper contains information on scale reliabilities, inter-scale correlations, and so forth.

If you need anything further, please contact me via email: fogarty@usq.edu.au.

A. Safety Climate Section

Rewards & Recognition

In this job the rewards and encouragement usually outweigh the threats and the criticism.

In this job people are rewarded according to performance.

There is not enough reward and recognition for doing good work.

In our promotion system, the best people generally rise to the top.

I am satisfied with the recognition I get for doing good work.

Safety Focus

There is an awareness of the importance of communicating relevant safety information at all levels of the organisation.

Personnel are well trained in the consequences of unsafe acts.

This unit regards safety as a major factor in achieving its goals.

Supervision

My immediate supervisor really understands the maintenance task.

I trust my immediate supervisor.

My immediate supervisor brings out the best in me.

My immediate supervisor focuses more on my mistakes than on good work.

My immediate supervisor helps me with my personal concerns and difficulties.

When I make an error, my supervisor will support me.

Feedback

The quality of our work is rated or evaluated frequently.

It is difficult for me to find out how well I am doing my job.

Most people on jobs such as mine have trouble working out whether they are performing well or poorly.

My supervisor keeps me regularly informed of my progress.

I could perform better if I was told how I was doing.

My "customers" provide me with little information about the quality of my work.

My work group receives detailed feedback regarding overall performance.

Training

My training and experience have prepared me well for duties in my current job.

I have been encouraged to improve myself through continued training.

I have found many opportunities to use my training in my current job.

I have been encouraged by my supervisor to apply my training in my current job.

Documentation

Maintenance procedures are accurately described in our technical manuals.

If I am unsure of what to do, I know I can refer to the documentation.

There is nothing in my job that is not fully documented.

B. Morale

Job Satisfaction

The work I do is very meaningful to me.
My work gives me a sense of achievement.
I like to look back on a day's work with a sense of a job well done.
I enjoy my work more than my leisure time.
I feel that I am happier in my work than most people.
Most days I am enthusiastic about my work.
There is not enough variety in my job.

Commitment

I am willing to put in a great deal of effort beyond that normally expected in order to help my unit.
I speak highly of this unit to my friends as a great place to work.
I feel very little loyalty to my unit.
I would accept almost any type of job assignment in order to keep working for this unit.
I find that my values and the unit's values are very similar.
I am proud to tell others that I am part of this unit.
Deciding to work for this unit was a definite mistake on my part.

C. Psychological Health

Stress

I find it difficult to leave work concerns at work.
People in my work unit experience a lot of stress.
Members of my unit get no time to relax.
There is constant pressure for group members to keep working.
There is a lot of tension in the work place.
Under pressure, some members of my unit become easily irritated.
Some of my workmates complain of aches and pains.
A heavy workload makes me feel tense.
I get anxious when I work to strict deadlines.
Workload pressures have at times affected the quality of my work.

Fatigue

I find it difficult to get to sleep.
I usually sleep very soundly.
I wake up often during the night.
My overall sleep quality is extremely poor.

D. Errors Section

Errors

I make errors in my job from time to time.
Workload pressures have at times affected the quality of my work.
I have made errors that have been detected by my supervisor.

All items are assessed using a Likert-style format with the following response options: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree
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