

**THE RELATIONSHIP BETWEEN SAFETY CLIMATE AND SAFETY
PERFORMANCE**

By

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ABSTRAK

Kajian ini dinilai berdasarkan persepsi keselamatan pekerja di sebuah syarikat pembuatan kertas dengan penekanan kepada hubungan antara iklim keselamatan dan prestasi keselamatan di kalangan pekerja-pekerja di sebuah kilang kertas di Pahang. Kajian ini akan melihat hubungan antara iklim keselamatan dan prestasi keselamatan untuk memahami persepsi keselamatan yang telah diamalkan di Pascorp Paper Industries Berhad. Keselamatan adalah isu yang terbaik, bagaimanapun majikan dan pekerja tidak merasakan ia sebagai satu proses yang penting dalam keselamatan matlamat jangka. Konsep keselamatan pekerja akan meningkatkan kefahaman majikan keperluan keselamatan Kertas Pascorp dan mematuhi keperluan undang-undang. Kajian mendapati bahawa faktor-faktor yang mempengaruhi kejayaan sistem keselamatan adalah iklim keselamatan dan prestasi keselamatan dalam mengurangkan insiden pekerjaan. Menggunakan SPSS 19 diukur hasil daripada kajian dan ujian hipotesis iklim keselamatan dilihat dan komitmen keselamatan ke arkib prestasi keselamatan dalam organisasi. Kajian ini mendapati bahawa terdapat tiada hubungan yang signifikan untuk gender, umur dan tempoh kerja, bagaimanapun terdapat hubungan yang signifikan antara posisi kerja, tahap pelajaran dan dan prestasi keselamatan.

Katakunci: Persepsi Keselamatan, Iklim Keselamatan, Prestasi Keselamatan

ABSTRACT

This study evaluated on employee safety perception at a paper manufacturing company with emphasize on relationship between safety climate and safety performance among employees in a paper manufacturing company in Pahang. This study examined the relationship between safety climate and safety performance in order to understand safety perception that has been practiced in Pascorp Paper Industries Berhad. Safety is utmost issue, however employer and employees does not feel it as an important process of long goal safety. Understanding the concept of workers safety will enhance employer understanding the safety requirement of Pascorp Paper and adhere legal requirements. The study found that factors influencing the success of the safety system are safety climate and safety performance in reducing occupational incidents. Using SPSS 19 to measure the result of studies and test of hypothesis perceived safety climate to achieve the safety performance in organization. The study noticed that there is no significant relationship between gender age and year of service status. While significant relationship between workers position, education level and safety performance.

Keywords: Safety Perception, Safety Climate, Safety Performance

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LIST OF ABBREVIATIONS

Abbreviation	Description
PPIB	Pascorp Paper Industries Berhad
PM1	Paper Machine 1
PM2	Paper Machine 2
PM3	Paper Machine 3
WWTP	Waste Water Treatment Plant

CHAPTER 1

INTRODUCTION

1.0. Introduction

This study will explain the detail overview of the study on relationship between safety climate and safety performance in the Pascorp Paper Industries Berhad. In this chapter will include an explanation about the research background, area research, safety practices in Pascorp Paper, problem statement, objective and research question for this study.

Occupational Safety and Health Act (OSHA, 1994) set an objective to promote safe and health workplace for every person at work, which adapted their physiological and psychological needs. Organization started giving attention to organizational and management impact on safety performance particularly the function of safety climate (Nahrgang, Morgesan & Hofmann, 2007)

This study on safety perception is paramount, Wong due to measure the level of safety practices in the organization. Studies show that positive safety climate in the organization will result in reducing the accident rate in the company (Huang, 2006, Wong, 2009, Susan et al., 2008, Tsung, 2007). Thus management commitment and involvement of employee's participation as well as total quality management have been highlighted as key elements of success in the safety system (Ahamadon Bakri et al., 2006, Huang, 2006, Chia Yang et al., 2009).

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