COMPLIANCE ON SAFETY BEHAVIOUR AMONG POLICE OFFICERS IN ROYAL MALAYSIA POLICE (RMP)

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**Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
Universiti Utara Malaysia,
in Partially of the Requirement for the
Master of Science (Occupational Safety & Health Management)**

Othman Yeop Abdullah
Graduate School of Business

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ABSTRACT

Very few studies focusing on safety behaviour among police officers in Malaysia have been conducted. Thus, this study was an attempt to determine the impacts of certain factors on safety behaviour compliance among police officers in Royal Malaysia Police (RMP) in particular those who are directly involved with operational tasks. The focus of this study was to examine the influence of job safety, co-worker safety, supervisor safety, management safety and satisfaction of safety programme /policies, on safety behaviour compliance among the RMP officers. This quantitative study utilized the five facets of Work Safety Scale (WSS) (Hayes *et al.*, 1998) questionnaire to measure perceptions on safety at work. 178 police officers from the Kuala Lumpur Police District were included in this study. The findings showed that co-worker safety, supervisor safety, management safety and safety programme were significantly related to compliance on safety behaviour. However, job safety is not significantly related to safety behaviour. Recommendations and suggestion for future study were also discussed.

ABSTRAK

Tidak banyak kajian yang dilakukan tentang gelagat keselamatan dalam pekerjaan di kalangan pegawai polis di Malaysia. Oleh itu, kajian ini bertujuan untuk menentukan impak beberapa faktor terhadap kepatuhan gelagat keselamatan di kalangan pegawai Polis DiRaja Malaysia (PDRM) terutama mereka-mereka yang terlibat dengan tugas-tugas operasi. Fokus kajian ini adalah untuk melihat pengaruh keselamatan pekerjaan, keselamatan rakan sekerja, keselamatan penyelia, keselamatan pengurusan dan kepuasan terhadap program/polisi keselamatan terhadap kepatuhan gelagat keselamatan di kalangan pegawai polis. Kajian kuantitatif ini menggunakan kelima-lima aspek *Work Safety Scale* (WSS) (Hayes *et al.*, 1998) untuk mengukur persepsi terhadap keselamatan di tempat kerja. 178 pegawai polis dari Ibu Pejabat Polis Kuala Lumpur terlibat dalam kajian ini. Dapatan kajian menunjukkan bahawa keselamatan rakan sekerja, keselamatan penyelia, keselamatan pengurusan dan kepuasan terhadap program keselamatan mempunyai perhubungan yang positif dan signifikan terhadap kepatuhan gelagat keselamatan. Keselamatan pekerjaan didapati tidak mempunyai perhubungan yang signifikan terhadap gelagat keselamatan. Cadangan dan implikasi untuk kajian dan masa depan juga dibincangkan.

ACKNOWLEDGEMENT

Thanks to Almighty Allah for giving me such a great strength, patience and courage to finally complete this thesis.

I would like to express my appreciation and gratitude to those who have contributed to the completion of this thesis.

It was such a privilage to have Madam Norizan Binti Hj Azizan as my supervisor throughout this study. I could never thank her enough for her unwavered guidance and support during this trying times as I struggled to complete my thesis. I would like to take this opportunity to thank another important person whom had made this thesis possible. He is none other than Dr. Chandrakanthan Subramaniam, thank you Sir for your valuable help in SPSS analysis.

Not forgetting my dear family, friends and senior officers whom had always been there for me since the beginning of this incredible journey.

Last but not least, I would like to express my gratutude to my UUM family. It was such a pleasure to meet such a great people of UUM. Thank you for all the help and guidance. Thank you for all your prayers, patience, support, and word of encouragement for me to keep going till the final end of this journey. I am truly endebted.

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CHAPTER 1

INTRODUCTION

1.1 Background of the Study

The Royal Malaysia Police (RMP) or *Polis Diraja Malaysia (PDRM)*), is a (primarily) uniformed federal police force in Malaysia. The force is a centralised organisation with responsibilities ranging from traffic control to intelligence gathering. Policing is a complex occupation. Differences in job design and in the wider societal context within which police work occurs, adds to the complexity of policing. Hunnur and Sudharshan (2014) emphasized that the police force is one of the most vital and toughest departments where the job requires that police officers work around the clock to safeguard the community and upholds the nation's sovereignty.

Due to the complexity of policing, police officers are exposed daily to occupational hazards which may be much higher compared to other professions. Aside from dealing with constant and potentially dangerous individuals and situations, many police officers feel a significant level of stress from the organization (Magenthiran, 2016). Organizational and work-related factors have been found to affect stress levels amongst police officers. Factors, such as fatigue due to work shifts, workforce shortages as well as co-workers' relationship, are found to be more stressful than the perceived risk of violence or exposure to traumatic events that is inherent to police work (Youngcourt & Huffman, 2005).

Police often encounter stressful situations in their daily work, and these stressors have cumulative effects. These stressful situations, such as dangerous

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