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**19<sup>th</sup> Eawop Congress**  
29<sup>th</sup> May – 1<sup>st</sup> June 2019  
**Turin, ITALY**

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**Abstract Book**

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## 1716 - HARDINESS AS A FACTOR OF EMPLOYEE INVOLVEMENT IN IMPLEMENTING THE ENVIRONMENTAL SECURITY POLICY IN AN OIL AND GAS ENTERPRISE

Svetlana Litvina<sup>(1)</sup> - Natalia Kozlova<sup>(1)</sup> - Sergey Bogomaz<sup>(1)</sup> - Emma Meshcheryakova<sup>(1)</sup> - Inna Atamanova<sup>(1)</sup> - Tatiana Levitskaya<sup>(1)</sup> - Anastasia Larionova<sup>(1)</sup> - Konstantin Yantsen<sup>(1)</sup> - Olga Balina<sup>(1)</sup>

*National Research Tomsk State University, Tomsk, Russian Federation*<sup>(1)</sup>

### Purpose

Indicating factors of employee involvement in implementing the environmental security policy in environmentally hazardous industries is extremely important, including an understanding of what personal resources are involved in the personnel's decision making to meet the environmental security rules in the workplace under extreme working conditions. The purpose of this empirical study was to analyze hardiness as a factor of employee involvement in implementing the environmental security policy in a specific organizational context.

### Design/Methodology

The study used a psychodiagnostic technique developed for assessing the employee involvement in implementing the environmental security policy (a sample of 150 employees shift working at remote sites), based on evaluating their attitudes, behavior and hardiness. Analysis of variance, correlation and factor analyses were applied to treat the data collected.

### Results

The study results showed that under extreme working conditions following the enterprise environmental security rules was mediated by the study participants' level of hardiness. Statistic analysis revealed that a high level of hardiness can be viewed as a predictor of employees' pronounced loyalty to the company's rules and their active involvement in implementing the environmental security policy.

### Limitations

One of the study limitations is its specific organizational context.

### Research/Practical Implications

Nevertheless, this study results allow applying the psychodiagnostic model developed to assess employees' personal resources as a factor of organizational safety, especially under extreme conditions and/or a shift working mode.

### Originality/Value

The study conducted also contributes to a deeper understanding of the interaction between external and internal factors of environmental security under extreme working conditions.