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**THE INFLUENCE OF SAFETY MANAGEMENT PRACTICES ON SAFETY
PERFORMANCE AMONG STAFF ALUMINIUM COMPANY OF MALAYSIA
BERHAD**

By

AZAHARA BINTI ABDUL ABBAS



**Research Project Submitted to School of Business Management
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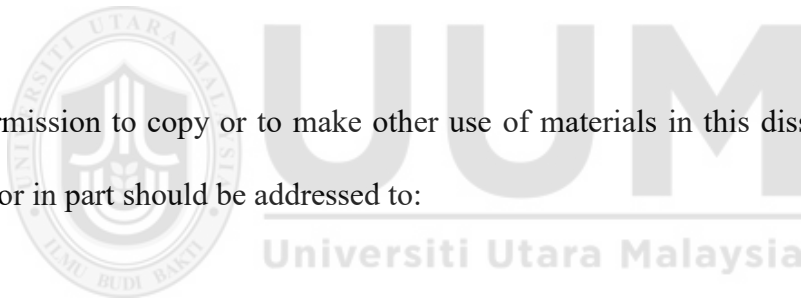
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ABSTRACT

Safety management practices plays the crucial roles for accident prevention program at workplace. It also influenced employee attitude and behavior towards safety directly and indirectly. This study aims to access relationship between safety management practices and safety performance. The survey applied the self-administrative questionnaires involved 307 employees who are employment in Aluminium Company of Malaysia Berhad at Klang Selangor. The raw data was analyzed with using Statistical Package for Social Package (IBM SPSS Statistics 25.0) and descriptive and inferential analysis was conducted to fulfill the objective of study. Correlation analysis show the strong relationship between the safety management practices and safety performance. Furthermore, regression analysis shows there are two dimension of safety management practices were significant relationship between safety performance which were management commitment and safety rules and procedures. The findings of this study has benefited the company to identify the most significant practice to enhance the safety performance and accident prevention programmed.

Keywords: Safety Management practices, Safety Performance, Safety Behavior, Management Commitment, Safety Rules and Procedures

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LIST OF ABBREVIATIONS

ILO	- International Labour Organization
MOHR	- Ministry of Human Resource
DOSH	- Department of Occupational Safety and Health
SOCISO	- Social Safety Organization
NIOSH	- National Institution of Occupational Safety
NPD	- Non-permanent Disability
PD	- Permanent Disability
ALCOM	- Aluminium Company of Malaysia Berhad
SIF	- Serious Injury and Fatality
BBS	- Behavioral Based Safety
BAPP	- Behavioral Accident Prevention Process
SMP	- Safety Management Practices
SP	- Safety Performance
MC	- Management Commitment
ST	- Safety Training
WI	- Worker's Involvement
SCF	- Safety Communication and Feedback
SRP	- Safety Rules and Procedures
SPP	- Safety Promotion Policy
CEO	- Chief Executive Officer
EHS	- Environmental, Health and Safety
EHSQ	- Environmental, Health, Safety and Quality
IV	- Independent Variables
DV	- Dependent Variables
OSH	- Occupational Safety and Health
OSHA	- Occupational Safety and Health Administration
ANSC	- Alcom Nikkei Specialty Coatings Sdn Bhd
SPSS	- Statistical Package for Social Package
No	- Number
Min	- Minimum
Max	- Maximum
TPM	- Total Prevention Maintenance

CHAPTER 1

INTRODUCTION

This chapter discussed the background of this study including company background, problem statement, research questions and research objectives, scope of research, significant of this study, definition of key terms and organizational of the thesis.

1.1 Background

Leite (2017) describes safety performance as 'the safety achievement of a service provider as specified by its safety performance targets and indicators. Safety performance indicator had been identified as the data-based parameter used to monitor and assess safety performance. Safety performance target was a planned or intended objective over a given period. These definitions give a clear indication of the complexity of safety performance measurement. Safety indicators tend to concentrate on major injuries and accidents in many fields, as they are easy to quantify and are thus given more attention.

Safety performance at the workplace was measured to indicate how safety was applied in an organization. Several researchers describe safety performance through two elements comprising safety compliance and safety participation (Griffin and Neal, 2000; Hon et al., 2014; Martínez, Gracia, Tomás, and Peiró, 2011; Nadhim et. al. 2018; Vinodkumar and Bhasi, 2010). Safety compliance refers to safety actions performed by the employees to maintain a safe workplace (Hu, Griffin and Bertuleit, 2016). Safety participation describes a voluntary behavior in safety activities to support safety development at the workplace (Hon, Chan and Yam, 2014; Neal and Griffin, 2006).

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Appendix

Appendix 1 - Questionnaires

UNIVERSITI UTARA MALAYSIA



QUESTIONNAIRES

“The relationship of safety management practices towards compliance safety behaviour among Insured Person who involved in commuting accident”

BAHAGIAN A: CIRI-CIRI DEMOGRAFIK

SECTION A: DEMOGRAPHIC CHARACTERISTICS

Soalan – soalan di bawah adalah berkenaan dengan diri anda.

The following questions deals with the basic information about yourself.

1.1 Jantina / Gender

Lelaki / Male

Perempuan / Female

1.2 Bangsa / Race

Melayu / Malay

Cina / Chinese

India / Indian

Lain-lain (nyatakan) / Others :

1.3 Umur / Age

- 18 – 24
- 25 – 34
- 35 – 44
- 45 – 54
- 55 ke atas / *and above*

1.4 Status / *Marital status*

- Bujang / *Single*
- Berkahwin / *Married*
- Bercerai / *Divorced*
- Janda / *duda / Divorcee*

1.5 Posisi jawatan / *Current position*

- Pengarah pengurusan / *Managing director*
- Pengarah / *Manager*
- Eksekutif / *Executive*
- Penyelia / *Supervisor*
- Ketua unit / *Line leader*
- Operator / *Operator*

1.6 Tempoh bertugas / *Length of employment in this company*

- Kurang dari setahun / *less than 1 year*
- 1 - 4 tahun
- 5 - 9 tahun
- 10 - 14 tahun
- 15 - 19 tahun
- 20 tahun dan ke atas / *and above*

Skala Penentu / *Rating Scale*

				
Sangat tidak setuju/ <i>Strongly disagree</i>				Sangat setuju/ <i>Strongly agree</i>
1	2	3	4	5

SECTION B: SAFETY MANAGEMENT PRACTICES

No	Management commitment / <i>Komitmen pengurusan</i>	1	2	3	4	5
1	Management set safety as a high priority / <i>Pihak Pengurusan meletakkan keselamatan ditahap paling utama.</i>					
2	The management complies with the safety rules and procedures / <i>Pihak pengurusan mematuhi peraturan dan prosedur keselamatan yang ditetapkan</i>					
3	When an unsafe practice is identified, the management will always take corrective action. / <i>Apabila sesuatu amalan yang tidak selamat dikenal pasti, pihak pengurusan akan sentiasa mengambil tindakan pembetulan</i>					
4	My manager / supervisor does not show an interest in employee safety / <i>Pengurus / penyelia saya tidak menunjukkan minat terhadap keselamatan pekerja.</i>					
5	Management thinks safety is important as production. / <i>Pihak pengurusan menganggap, keselamatan adalah sama penting dengan pengeluaran.</i>					
6	Safety meeting was not attended by a management members. / <i>Masyuarat keselamatan tidak dihadiri oleh ahli pengurusan.</i>					
7	In my opinion, the management is ready to compromise with safety to increase production. / <i>Saya rasa pihak pengurusan bersedia untuk berkompromi dengan keselamatan untuk meningkatkan pengeluaran.</i>					
8	When an accident is reported, my management acts quickly to solve the problem. / <i>Apabila kemalangan dilaporkan, pengurusan saya bertindak dengan cepat untuk menyelesaikan masalah.</i>					
9	My company provides adequate personal protective equipment for employees. / <i>Syarikat saya menyediakan peralatan pelindung diri yang mencukupi bagi pekerja.</i>					

No	Safety training / <i>Latihan keselamatan</i>	1	2	3	4	5
1	My company provides comprehensive training to workers on health and safety issues of the workplace. / <i>Syarikat saya memberi latihan komprehensif kepada para pekerja berkaitan isu-isu kesihatan dan keselamatan tempat kerja.</i>					

2	New participants are adequately trained to learn safety rules and procedures. / <i>Peserta baru dilatih secukupnya untuk mempelajari peraturan dan prosedur keselamatan.</i>					
3	Safety issues are given priority in training programs. / <i>Masalah keselamatan diberi keutamaan dalam program latihan.</i>					
4	I am not adequately trained to respond to emergency situations in my workplace / <i>Saya tidak dilatih secukupnya untuk bertindak balas terhadap situasi kecemasan di tempat kerja saya</i>					
5	Management encourages employees to attend safety training programs. / <i>Pengurusan menggalakkan para pekerja menghadiri program latihan keselamatan.</i>					
6	The safety training given to me is sufficient to allow me to assess the dangers at work. / <i>Latihan keselamatan yang diberikan kepada saya adalah mencukupi untuk membolehkan saya menilai bahaya di tempat kerja.</i>					

No	Employee engagement / <i>Penglibatan pekerja</i>	1	2	3	4	5
1	Opinion from employees is highly welcomed by management before making a final decision on safety matters. / <i>Pendapat daripada pekerja sangat dialu-alukan oleh pengurusan sebelum membuat keputusan akhir mengenai hal berkaitan keselamatan.</i>					
2	The safety committee in my company consists of representatives of management and employees. / <i>Jawatankuasa keselamatan di syarikat saya terdiri daripada wakil-wakil pengurusan dan pekerja.</i>					
3	Management promotes employee engagement in terms of safety. / <i>Pengurusan menggalakkan penglibatan pekerja dalam hal berkaitan keselamatan.</i>					
4	Negotiation on a regular basis by management for health and safety issues of the workplace. / <i>Rundingan secara teratur di rancang oleh pengurusan bagi isu-isu kesihatan dan keselamatan tempat kerja.</i>					
5	Employees do not sincerely participate in identifying safety problems / <i>Pekerja tidak ikhlas mengambil bahagian dalam mengenal pasti masalah keselamatan</i>					

No	Safety communication and feedback / <i>Komunikasi dan maklum balas keselamatan</i>	1	2	3	4	5
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1	My company does not have a system or procedure to report hazards where employees can communicate hazard information before the occurrence. / <i>Syarikat saya tidak mempunyai sistem / prosedur untuk melaporkan bahaya di mana pekerja boleh menyampaikan maklumat bahaya sebelum kejadian berlaku</i>					
2	Management practice open door policy on safety issues. / <i>Pengurusan mengendalikan dasar pintu terbuka mengenai isu keselamatan.</i>					
3	There is enough opportunity to discuss and address safety issues in the meeting. / <i>Terdapat peluang yang cukup untuk membincangkan dan menangani isu keselamatan dalam mesyuarat.</i>					
4	Goals and objectives for safety in my organization are not clear to employees. / <i>Sasaran dan matlamat untuk prestasi keselamatan dalam organisasi saya tidak jelas kepada pekerja.</i>					
5	There is open communication about safety issues in this workplace. / <i>Terdapat komunikasi terbuka mengenai isu keselamatan di tempat kerja ini.</i>					

No	Safety rules and procedures / <i>Peraturan dan prosedur keselamatan</i>	1	2	3	4	5
1	The safety rules and procedures followed in my company are sufficient to prevent incidents. / <i>Peraturan dan prosedur keselamatan yang diikuti di syarikat saya adalah mencukupi untuk mencegah insiden berlaku</i>					
2	Facilities in the safety department are insufficient to meet the needs of my organization / <i>Kemudahan di jabatan keselamatan tidak mencukupi untuk memenuhi keperluan organisasi saya</i>					
3	My supervisor and manager are always working to enforce safe working procedures. / <i>Penyelia dan pengurus saya sentiasa berusaha untuk menguatkuasakan prosedur kerja yang selamat.</i>					
4	Safety checks are performed regularly. / <i>Pemeriksaan keselamatan dilakukan dengan kerap.</i>					
5	The procedures and practices of safety in this organization are useful and effective. / <i>Prosedur dan amalan keselamatan dalam organisasi ini berguna dan berkesan.</i>					

No	Safety promotion policy / Polisi promosi keselamatan	1	2	3	4	5
1	In my company's safety behavior is considered a positive factor for job promotion. / <i>Di dalam tingkah laku selamat syarikat saya dianggap sebagai faktor positif untuk promosi pekerjaan.</i>					
2	Inside my company, employees are rewarded for reporting safety hazards (thanks, cash or other rewards, recognition in newsletters, etc.) / <i>Di dalam syarikat saya, pekerja diberi ganjaran apabila melaporkan bahaya keselamatan (terima kasih, wang tunai atau hadiah lain, pengiktirafan dalam surat berita, dll.)</i>					
3	In my company, safety week and other safety promotion arrangements arranged by management very effective in creating safety awareness among employees. / <i>Di dalam syarikat saya, minggu keselamatan dan pengaturan promosi keselamatan lain yang disusun oleh pengurusan dengan sangat berkesan dalam mewujudkan kesedaran keselamatan di kalangan pekerja diatur oleh pihak pengurusan sangat berkesan dalam mewujudkan kesedaran keselamatan antara pekerja.</i>					
4	There are healthy competition among workers to know and report unsafe situations and acts. / <i>Terdapat persaingan yang sihat di kalangan pekerja untuk mengetahui dan melaporkan keadaan dan perbuatan yang tidak selamat.</i>					
5	Our supervisor becomes very unkind and angry when the employee knows and reports the unsafe situation and acts on our part / <i>Penyelia kami menjadi sangat tidak senang dan marah apabila pekerja mengetahui dan melaporkan keadaan yang tidak selamat dan bertindak di bahagian kami</i>					

SECTION C : SAFETY PERFORMANCE

	Safety compliance / Pematuhan keselamatan	1	2	3	4	5
1	I use all the necessary safety equipment to do my job. / <i>Saya menggunakan semua peralatan keselamatan yang diperlukan untuk melakukan tugas saya.</i>					
2	I work safely. / <i>Saya menjalankan kerja dengan selamat.</i>					
3	I follow the correct safety rules and procedures when performing my duties. / <i>Saya mengikuti peraturan dan prosedur keselamatan yang betul semasa menjalankan tugas saya.</i>					

4	I keep the highest level of safety when I do my job. / <i>Saya memastikan tahap keselamatan tertinggi apabila saya menjalankan tugas saya.</i>					
5	Sometimes due to lack of time, I deviate from the right and safe working procedure form / <i>Kadang-kadang disebabkan kekurangan masa, saya menyimpang dari prosedur kerja yang betul dan selamat yang ditetapkan</i>					
6	Sometimes because it is more familiar with work, I deviate from the right and safe work procedures / <i>Kadang-kadang kerana lebih akrab dengan pekerjaan, saya menyimpang dari prosedur kerja yang betul dan selamat</i>					
7	It is not practical to comply with all safety regulations and procedures when conducting work / <i>Tidak praktikal untuk mematuhi semua peraturan dan prosedur keselamatan semasa melakukan pekerjaan</i>					

No	Safety participation / <i>Penglibatan keselamatan</i>	1	2	3	4	5
1	I assist my colleagues when they work under a risky or dangerous situation / <i>Saya membantu rakan sekerja saya apabila mereka bekerja di bawah keadaan yang berisiko atau berbahaya.</i>					
2	I always show the management if there are safety issues that can be seen in my company. / <i>Saya sentiasa menunjukkan kepada pihak pengurusan sekiranya ada perkara berkaitan keselamatan yang dapat dilihat di syarikat saya.</i>					
3	I work hard to improve workplace safety. / <i>Saya berusaha keras untuk meningkatkan tahap keselamatan tempat kerja.</i>					
4	I voluntarily undertake tasks or activities that help improve workplace safety. / <i>Saya secara sukarela menjalankan tugas atau aktiviti yang membantu meningkatkan tahap keselamatan tempat kerja.</i>					
5	I encourage my colleague to work safely. / <i>Saya menggalakkan rakan sekerja saya bekerja dengan selamat.</i>					

TERIMA KASIH DI ATAS KERJASAMA ANDA

THANK YOU FOR YOUR SUPPORT

Appendix 2 - MOHR Press Conference

UNTUK SIARAN SEGERA

No. Rujukan: KSM.100-2/1/1 (11)



KEMENTERIAN SUMBER MANUSIA

KENYATAAN MEDIA

**DASAR KESELAMATAN DAN KESIHATAN PEKERJAAN NEGARA (DKPPN)
BERTINDAK MELINDUNGI HAK ASASI PEKERJA UNTUK MENDAPATKAN
PERSEKITARAN PEKERJAAN YANG SELAMAT, SIHAT, DAN KONDUSIF**

Sepang, 27 Februari – Berdasarkan statistik yang dikeluarkan oleh Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) bagi tahun 2017, seramai 42,513 pekerja telah terlibat dengan kemalangan di tempat kerja dengan 711 daripadanya merupakan kes kemalangan maut, dan pada masa yang sama, PERKESO telah mengeluarkan pampasan sebanyak RM 3.27 billion kepada pihak yang terlibat.

Pelancaran Dasar Keselamatan dan Kesihatan Pekerjaan Negara (DKPPN) oleh YAB Dato' Sri Dr. Wan Azizah Dr. Wan Ismail, Timbalan Perdana Menteri hari ini, merupakan inisiatif dan komitmen Kerajaan bersama para majikan untuk meningkatkan tahap keselamatan dan kesihatan pekerja menerusi pengurusan risiko yang mampan di tempat kerja dalam melindungi majikan dan pekerja di Malaysia selain dapat meningkatkan produktiviti dan daya saing Negara.

DKPPN adalah satu dasar yang diwujudkan dengan kerjasama pemegang taruh khususnya pertubuhan majikan dan kesatuan sekerja melalui Majlis Negara bagi Keselamatan dan Kesihatan Pekerjaan (MNKKP) dengan menyenaraikan sembilan (9) sasaran utama penambahbaikan yang bakal mengubah lanskap keselamatan dan kesihatan negara.

Timbalan Perdana Menteri Malaysia turut menyempurnakan Majlis Anugerah Cemerlang Keselamatan dan Kesihatan Pekerjaan Kebangsaan 2018 di Mövenpick Hotel and Convention Centre hari ini, bertujuan untuk mengiktiraf 28 pemenang yang terdiri daripada organisasi dan individu yang telah menunjukkan komitmen yang tinggi serta prestasi cemerlang di dalam pelaksanaan Sistem Pengurusan Keselamatan dan Kesihatan Pekerjaan ditempat kerja mereka.

Majlis ini turut dihadiri oleh YB M. Kula Segaran, Menteri Sumber Manusia, YB Dato' Mahfuz Omar, Timbalan Menteri Sumber Manusia, YBhg Dato' Amir Omar, Ketua Setiausaha Kementerian Sumber Manusia, YBrs Ir. Hj. Omar Mat Piah, Ketua Pengarah Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) dan Pengurusan Tertinggi Kementerian Sumber Manusia.

###

Dikeluarkan oleh:
Unit Komunikasi Korporat
Kementerian Sumber Manusia
27 Februari 2019

Appendix 3 - Pilot Test Result

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.894 ^a	.798	.769	.40805

a. Predictors: (Constant), SPP, SCF, ST, SRP, WI, MC

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27.050	6	4.508	27.076	.000 ^b
	Residual	6.827	41	.167		
	Total	33.877	47			

a. Dependent Variable: SAFETY PERFORMANCE

b. Predictors: (Constant), SPP, SCF, ST, SRP, WI, MC

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	.080	.304		.264	.793
	MC	.524	.251	.416	2.085	.043
	ST	-.052	.148	-.050	-.353	.726
	WI	.503	.199	.466	2.530	.015
	SCF	-.151	.133	-.146	-1.135	.263
	SRP	.404	.190	.353	2.127	.039
	SPP	-.187	.122	-.177	-1.542	.131

a. Dependent Variable: SAFETY PERFORMANCE

Appendix 4 - ALCOM Annual Report (Safety Report)



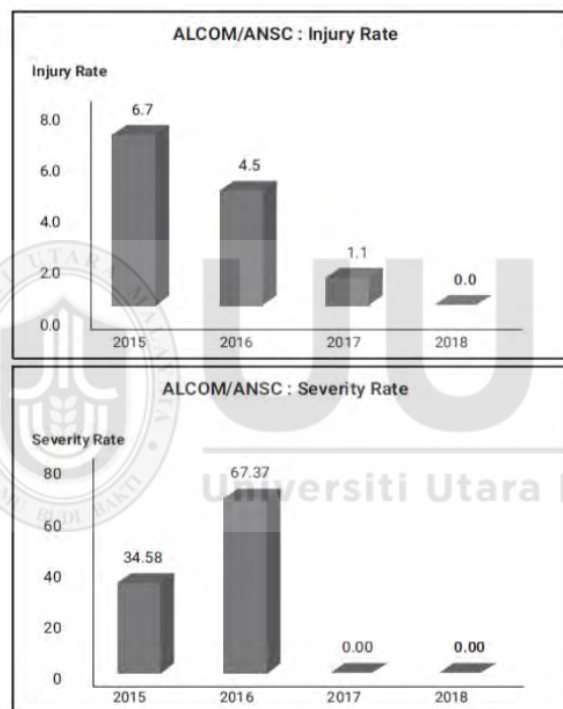
SUSTAINABILITY REPORT

SUSTAINABILITY PROGRESS

Occupational Safety and Health

ALCOM/ANSC believes that workplace safety is essential to the sustainability of its business and is committed to protect the health, safety and welfare of its stakeholders, employees, suppliers, contractors and customers.

In 2018, ALCOM/ANSC was accident free as shown in the Injury Rate and Severity Rate charts below. The Injury Rate per 1 million man hours are used as per the Occupational Safety and Health (Notification of Accident, Dangerous Occurrence, Occupational Poisoning and Occupational Disease) Regulations 2004. In ALCOM/ANSC's internal reporting, injury and day lost rate are based on 200,000 man hours.



Besides the traditional Environmental, Health and Safety (“EHS”) activities, ALCOM/ANSC has established a **Serious Injury & Fatality (SIF) Process**. In this process, both management and employees are involved in assessing daily routine processes and to identify any potential risk of injury. The risks are analysed and evaluated and all high risk items are identified for improvements. All improvement items are managed daily. Improvements initiatives are validated through actual implementation on site. The process also involves departmental reviews with the EHS team.

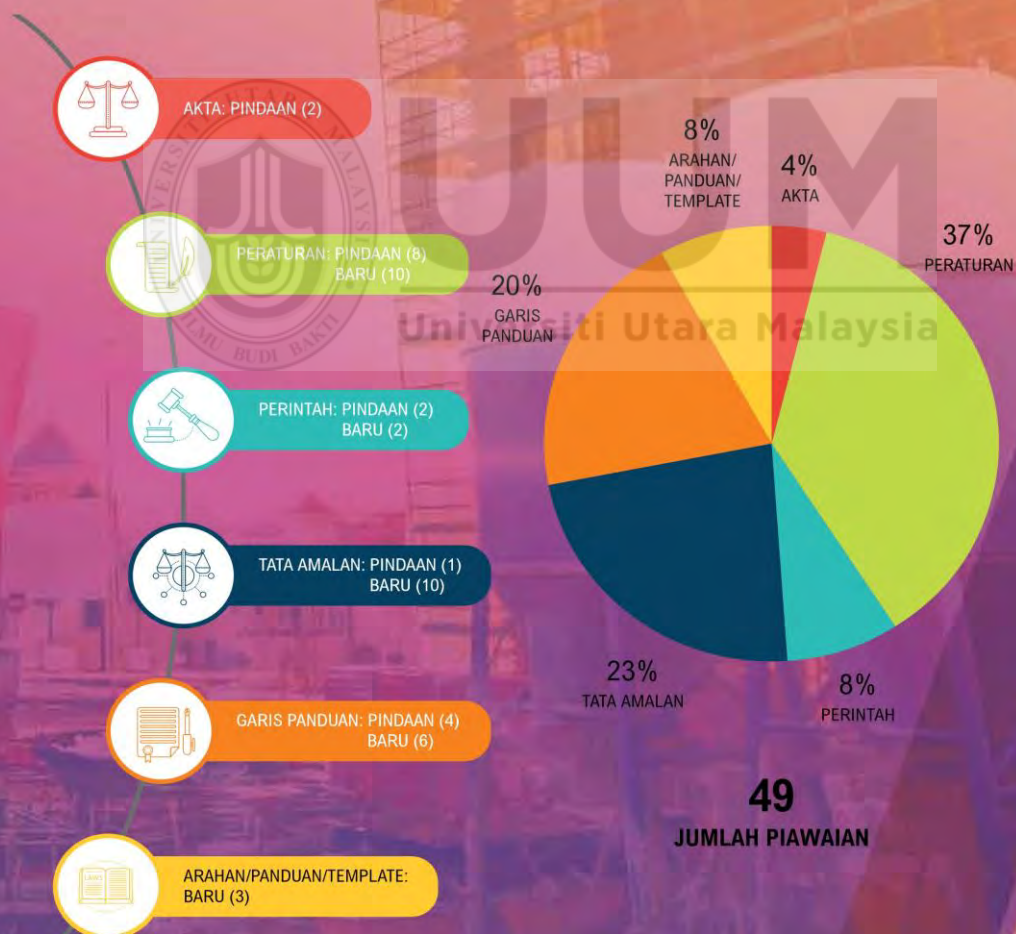
ALCOM/ANSC continually tracks the **Behavioral Accident Prevention Process**® (“BAPP”) using a **Behavioral Based Safety Process** (“BBS”). Observations on co-workers are conducted during their routine daily activities to identify safe and at risk behavior that may lead to injury. Observers will convey their appreciation to the observee for ‘Safe’ behaviors displayed and will correct them for any ‘At Risk’ behavior observed. ‘Safe’ and ‘At Risk’ behavioral data are collected and analysed to determine focus areas to reduce ‘At Risk’ behaviors.

Appendix 5 – DOSH new circular and amended standards of regulation 2018

PEKELILING KETUA PENGARAH / SURAT ARAHAN YANG TELAH DIKELUARKAN PADA TAHUN 2018

- Pekeliling Ketua Pengarah Bil 1/2018 Pengiktirafan Kompetensi Dalam Kepada Pegawai JKPP yang sedang Berkhidmat
- Pekeliling Ketua Pengarah Bil 2/2018 Tugas dan Kewajipan Pengendali Perancah dan Pemasang Perancah
- Pekeliling Ketua Pengarah Bil 3/2018 Prosedur Penawaran Kompaun Dibawah Akta Kilang dan Jentera (Akta139)
- Pindaan Lampiran bagi Pekeliling KP Bil 2/2017 - Pengecualian Ujian Hidrostatik ke Atas Bejana Tekanan Tak Berapi Import dan *Autoclave (Table Top) Import*
- Surat Arahan bagi Pelaksanaan Tugas dan Kewajipan Pengendali Perancah dan Pemasang Perancah

SENARAI PIAWAIAN PERUNDANGAN YANG SEDANG DIGUBAL DAN DIPINDA PADA TAHUN 2018



Senarai Piawaian Perundangan yang sedang digubal dan dipinda pada Tahun 2018 adalah seperti di **Appendix A2**.