



LUND UNIVERSITY

Impact of Change Processes on Relationships Between Safety Culture and Organizational Climate Within Air Traffic Control

Ek, Åsa; Arvidsson, Marcus; Akselsson, Roland; Johansson, Curt R; Josefsson, Billy

2006

[Link to publication](#)

Citation for published version (APA):

Ek, Å., Arvidsson, M., Akselsson, R., Johansson, C. R., & Josefsson, B. (2006). *Impact of Change Processes on Relationships Between Safety Culture and Organizational Climate Within Air Traffic Control*. Abstract from Eurocontrol Safety R&D Seminar, Barcelona, Spain.

Total number of authors:

5

General rights

Unless other specific re-use rights are stated the following general rights apply:

Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

- Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
- You may not further distribute the material or use it for any profit-making activity or commercial gain
- You may freely distribute the URL identifying the publication in the public portal

Read more about Creative commons licenses: <https://creativecommons.org/licenses/>

Take down policy

If you believe that this document breaches copyright please contact us providing details, and we will remove access to the work immediately and investigate your claim.

LUND UNIVERSITY

PO Box 117
221 00 Lund
+46 46-222 00 00

Impact of change processes on relationships between safety culture and organizational climate within air traffic control

Åsa Ek^{1,3}, Marcus Arvidsson^{2,3}, Roland Akselsson^{1,3}, Curt R Johansson^{2,3} and Billy Josefsson⁴

¹Dept of Design Sciences, Lund University, Lund, Sweden

²Dept of Psychology, Lund University & Univa AB, Lund, Sweden

³LUCRAM (Lund University Centre for Risk Analysis and Management) & Change@Work (Lund University Centre for R&D on Man, Technology and Change at Work) & Swedish Centre for Aviation R&D, Lund University

⁴LFV Group Swedish Airports and Air Navigation Services

Air traffic control is an activity where safety has highest priority but is subject to pressure in the form of increasing demands on efficiency, technical development and other changing conditions in air traffic. In order to adapt to these demands the Swedish air navigation services (ANS) are undergoing major changes concerning e.g. establishment of commercialized spheres, new leadership structures, new work organizations and new work practices i.e. transition to a more computerized air traffic control system.

These kinds of changes may have impact on the safety culture and, in extension on aviation safety. In a joint research project between the LFV Group - Swedish Airports and Air Navigation Services and Lund University, one of the aims is to study and monitor the safety culture and organizational climate during the course of these change processes. Study locations are the two main air traffic control centres in Sweden and parts of the ANS division's head office. Three measurement rounds have been conducted using questionnaires.

The aim of the current presentation is to discuss aspects of safety culture and dimensions of organizational climate and their relationships, given the baseline values from the first measurement round and the follow-up values (20 and 42 months later) from the second and third measurement round after major changes. In round one, it was found (in operative units) that a higher level of *Support for ideas* and a lower level of *Conflicts* were significantly positively related to many safety culture aspects. The relationship between the two concepts will be compared concerning stability over time or possible dissimilarity caused by organizational and technical changes.