

Association Perceptions of Safety Communication and Staff Involvement with Management Safety Commitment

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ABSTRACT – The main focus of this paper is on construction employees' general perceptions of management's commitment to safety. Two focusing elements of analysis that consider are on the safety communication and staff involvement with management safety commitment. Aside from construction employees' overall perceptions of management's commitment to safety, the study firstly looked at whether socio-demographic characteristics have a role in management's commitment to safety. The demographic factors which include age, gender, nationality, education and years of experience is studied using T- test and ANOVA in this study. It was employed to uncover substantial influence on both independent factors and dependent variables.

1. INTRODUCTION

The construction industry has played a significant part in the country's economic growth during the last decade. Construction industries are an important part in achieving the objective of national socioeconomic development by providing housing, infrastructure, and jobs. It provides job chances to a million people who are untrained, semi-skilled, or skilled [1-3].

This article focuses on construction employees' general perceptions of management's commitment to safety with random respondents were chosen at random from construction firms in Kuala Lumpur, Selangor, and Negeri Sembilan. Two perceptions parameter that focusing on this work are “Safety Communication” and “Staff Involvement”.

2. METHODS

In this work, the several perception questions are divided into two main section which are Section A (respondent background) and Section B (Likert scale). A survey questionnaire was used to obtain data for this investigation with random respondents were chosen from construction firms in Kuala Lumpur, Selangor, and Negeri Sembilan. The construction businesses were chosen at random for this study and were open between the hours of 8.30 am and 17.30 pm.

For this section, its focus generalizes the population sample since it will show attitudes and views

by analyzing a sample of the desired group. According to [4-5] surveys are frequently used in research to determine people's attitudes, views, and beliefs about a certain topic. The second and third aims are to investigate population characteristics based on specific variables and to collect demographic data (age, gender, income, and others) [6-7]. This research target group is made up of various types of construction employees working on small construction sites in Kuala Lumpur, Shah Alam, and Seremban with intended participant of 100 respondents.

3. RESULTS AND DISCUSSIONS

Table 1: Socio Demographic

| Demographics | Frequency | Percent |
|---------------------------|-----------|---------|
| Age (years) | | |
| 21 - 31 | 17 | 26.6 |
| 31 - 40 | 14 | 21.9 |
| 40 and above | 33 | 51.6 |
| Gender | | |
| Male | 57 | 89.1 |
| Female | 7 | 10.9 |
| Nationality | | |
| Local | 62 | 96.9 |
| Foreigner | 2 | 3.1 |
| Education level | | |
| Primary school | 7 | 10.9 |
| Secondary | 9 | 14.1 |
| Certificate | 3 | 4.7 |
| Diploma and above | 45 | 70.3 |
| Working experience | | |
| Less than 1 years | 1 | 1.6 |
| 5 - 10 years | 27 | 42.2 |
| 11 - 20 years | 5 | 7.8 |
| 21 years and above | 31 | 48.4 |

Table 1 focusing on the socio demographic with five different questionnaire such as age, gender, nationality, education level and working experience. The distribution of demographic profiles is shown in Table 1. In terms of age, 17 respondents (or 26.6

percent) are between the ages of 21 and 31, followed by 14 respondents (or 21.9 percent) are between the ages of 31 and 40, and lastly 33 respondents (or 51.6 percent) are 41 and above. It showed that the oldest responses are 41 years old or more, while the youngest are 31 to 40 years old. According to the poll, males account for 57 of the respondents (89.1%), while females account for seven (7) respondents (10.9%).

As seen in Table 2, the respondents showed various response about communication. The highest mean showed respondents agree about “Management take notices of what feedback about safety and health” and “Workers Encourage to speak up about our safety and health” (M = 4.203, SD = 0.694). The lowest mean showed the respondents are moderately agree about “There is a safety and health communication system such as Bulletin, Memorandum etc in our company” (M = 3.625, SD = 1.061). The overall mean for safety communication is 3.984 and standard deviation is 0.65. In conclusion, the respondents moderately agree about communication.

Table 2 Distribution of Safety Communication

| Statement | Mean | SD |
|--|-------|-------|
| Managers communicate with staff and listen to us about safety and health | 4.015 | 0.786 |
| Workers (representative) are always involved in safety and Health matters | 4.063 | 0.814 |
| Management takes notices of what feedback about safety and health | 4.203 | 0.694 |
| Workers Encourage to speak up about our safety and health | 4.203 | 0.694 |
| Managers always give a feedback in toolbox meeting on what happening with our safety status | 4.000 | 0.835 |
| Workers know our safety committee member | 3.781 | 0.723 |
| There is a safety and health communication system such as Bulletin Memorandum etc in our company | 3.625 | 1.061 |

4. CONCLUSIONS

This study outlines the workers perception of safety and health commitment. The independent variable were safety commitment and staff involvement. All of the variables were tested to determine the association with the management safety commitment to test the hypothesis. The demographic factors were tested using T-test and ANOVA. The results from analysis suggested significant. The results of the research revealed a substantial empirical association between the independent dependent variables reflecting worker perception levels. All of the relationships were significant in terms of management's safety commitment.

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