

The Relationship Between Work Safety Scale (WSS) with Safety Performance and Safety Behavior as Mediator: A Study at Sarawak's Plantation Industry

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The Relationship Between Work Safety Scale (WSS) with Safety Performance and Safety Behavior as Mediator: A Study at Sarawak's Plantation Industry

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DECLARATION

I declare that the work in this thesis was carried out in accordance with the regulations of Universiti Malaysia Sarawak. Except where due acknowledgements have been made, the work is that of the author alone. The thesis has not been accepted for any degree and is not concurrently submitted in candidature of any other degree.

Signature

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ABSTRACT

While numerous variables contribute to workplace accidents, safety behaviours have received little attention in occupational safety research, despite the fact that unsafe behaviours were attributed for almost all reported accident occurrences in the industries. This is likely due to the difficulty of comprehending the diversity and dynamic nature of human behaviour, and with so many different personality traits, determining which personality trait influences safety behaviour has been a difficult challenge. This study is to identifying the Relationship Between Work Safety Scale (WSS) with Safety Performance and Safety Behavior as Mediator: A Study at Sarawak's Plantation Industry. A total of 260 set questionnaires were provided to the study's sample, which included five independent Work Safety Scale variables: (a) job safety, (b) co-worker safety, (c) supervisor safety, (d) management safety and (e) satisfaction of safety programme and safety performance as the dependent variables. The conceptual framework was built based on the related literature review done (empirically and theoretically). Employees in the Sarawak' plantations industry were the target respondents, and a quantitative method based on availability sampling was used. This study used simple random sampling methods to collect data from oil palm plantations in Sarawak. For descriptive and inferential statistics analysis, the survey data was analysed using Statistical Package for Social Science (SPSS) version 23. The survey results were graded on a Likert scale, with "1" indicating strongly disagree and "5" indicating strongly agree. Factor analysis, correlation analysis, and multiple regression analysis were used to analyse the data using Partial Least Square (PLS) software. Finding from the study revealed that three components WSS were found to be positively related to safety behaviour; Job safety, management safety, and satisfaction of safety programme. Furthermore, co-worker safety, supervisor safety, and satisfaction of safety programme were positively related to safety performance. However, job safety and management safety having a positive impact on safety performance in the present of the safety behaviour as a mediator's influence. Among all of the five facets, management safety contributes the most on safety behavior whereas co-worker safety contributes the most on safety performance.

Keywords: Job safety, co-worker safety, supervisor safety, management safety, satisfaction of safety programme.

Hubungan antara Skala Keselamatan Kerja (SKK) dengan Prestasi Keselamatan dan Tingkah Laku Keselamatan Sebagai Pengantara: Satu Kajian di Industri Perladangan Sarawak

ABSTRAK

Walaupun banyak pembolehubah menyumbang kepada kemalangan di tempat kerja, tingkah laku keselamatan kurang mendapat perhatian dalam penyelidikan keselamatan pekerjaan, walaupun pada hakikatnya tingkah laku tidak selamat dikaitkan dengan hampir semua kejadian kemalangan yang dilaporkan dalam industri. Ini berkemungkinan disebabkan oleh kesukaran untuk memahami kepelbagaian dan sifat dinamik tingkah laku manusia, dan dengan begitu banyak ciri personaliti yang berbeza, menentukan ciri personaliti yang mempengaruhi tingkah laku keselamatan telah menjadi satu cabaran yang sukar. Kajian ini adalah untuk mengenal pasti hubungan antara Skala Keselamatan Kerja (WSS) dengan prestasi keselamatan dan tingkah laku keselamatan sebagai pengantara: Kajian di industry perladangan Sarawak. Sebanyak 260 set soal selidik telah diberikan kepada sampel kajian, yang merangkumi lima pembolehubah Skala Keselamatan Kerja bebas: (a) keselamatan kerja, (b) keselamatan rakan sekerja, (c) keselamatan penyelia, (d) amalan keselamatan pengurusan dan (e) kepuasan program keselamatan dan prestasi keselamatan sebagai pembolehubah bersandar. Kerangka konsep dibina berdasarkan kajian literatur berkaitan yang dilakukan (secara empirikal dan teori). Pekerja dalam industri perladangan Sarawak adalah responden sasaran, dan kaedah kuantitatif berdasarkan persampelan ketersediaan telah digunakan. Kajian ini menggunakan kaedah persampelan rawak mudah untuk mengumpul data dari ladang kelapa sawit di Sarawak. Untuk analisis statistik deskriptif dan inferensi, data tinjauan dianalisis menggunakan Pakej Statistik untuk Sains Sosial (SPSS) versi 23. Keputusan tinjauan telah digredkan pada skala Likert, dengan "1" menunjukkan sangat tidak setuju dan "5" menunjukkan sangat setuju. Analisis faktor, analisis korelasi, dan analisis regresi berganda digunakan untuk menganalisis data menggunakan perisian Partial Least Square (PLS). Hasil kajian menunjukkan bahawa tiga komponen WSS didapati mempunyai kaitan positif dengan tingkah laku keselamatan; Keselamatan kerja, keselamatan pengurusan, dan kepuasan program keselamatan. Tambahan pula, keselamatan rakan sekerja, keselamatan penyelia, dan kepuasan program keselamatan berkait positif dengan prestasi keselamatan. Walau bagaimanapun, keselamatan kerja dan keselamatan pengurusan mempunyai kesan positif terhadap prestasi keselamatan sekiranya terdapat tingkah laku keselamatan sebagai pengaruh pengantara. Di antara semua lima komponen, keselamatan pengurusan menyumbang paling banyak pada tingkah laku keselamatan manakala keselamatan rakan sekerja menyumbang paling banyak pada prestasi keselamatan.

Kata kunci: Keselamatan kerja, keselamatan rakan sekerja, keselamatan penyelia, keselamatan pengurusan, kepuasan program keselamatan.

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LIST OF ABBREVIATIONS

BBS	Behavior-Based Safety
CI	Continuous Improvement
CSB	Compliance Safety Behavior
CWXs	Co-Worker Exchanges
DOSH	Department of Occupational Safety and Health
ER	Emergency Room
GDP	Gross Domestic Products
HCWs	Health Care Workers
ICU	Intensive Care Unit
IM	Internal Medicine
LMXs	leadership-Member Exchanges
NISP	Nigeria Institute of Safety Professionals
NSC	National Safety Council
OSHMS	Occupational Safety and Health Management System
PA	Preventive Actions
POS	Perceived Organisational Support
PPE	Personal Protective Equipment
PSM	Process Safety Management

- RSU Respiratory Services Unit
- SDQ Safety Diagnosis Questionnaire
- SMS Safety Management System
- SOCSO Social Security Organization
- WSS Work Safety Scale

CHAPTER 1

INTRODUCTION

1.1 Introduction

This study examines the Relationship Between Work Safety Scale (WSS) with Safety Performance and Safety Behavior as Mediator: A Study at Sarawak's Plantation Industry. The conducted research went into great detail about some key aspects of improving safety performance in the plantation industry, such as the background of the study regarding the safety behavior and performance, problem statements, research objectives, research hypotheses, conceptual framework, significance of study, definition of terms, and chapter summary. This chapter is significant because it will explain all of the major aspects of the study in detail.

1.2 Background of Study

Agriculture is a prominent industry in Malaysia. Agriculture has long been the economic backbone of Malaysia, producing agricultural products for domestic use while also earning foreign currency. Agriculture contributes to the country's gross domestic product (GDP). Individuals, particularly in rural locations, have numerous employment opportunities. In 2021, Malaysia's economy has gained the momentum by recording RM1,386.7 billion Gross Domestic Product (GDP), increased 3.1 per cent as compared to RM1,345.1 billion in 2020. Growth in agriculture sector decreased by 0.2 per cent in 2021 as compared to negative 2.4 per cent in the previous year. The decrease was caused by the commodity sub-sector especially oil palm which recorded a growth of negative 5.6 per cent

(2020: -3.6%). Even though the growth rate of oil palm showed a decline, it was the main contributor to the value added of agriculture sector with RM34.8 billion or 35.2 per cent (Ministry of Economy, Department of Statistic Malaysia, 2023).

Agriculture is vital to Malaysia's economy, and it will continue to create significant profits and positive foreign exchange for many years to come. Plantation workers are without a doubt the most vital assets to the company in order to keep it running. They can only contribute effectively to their employment if their company meets their physical and psychological needs (Rozhan, 2015). Several studies have examined the effectiveness of injury and illness prevention programmes in schools and workplaces (e.g., Alsop & LeCouteur, 1999; Bunn et al., 2001; Conference Board, 2003; Huang et al., 2009; Lewchuk et al., 1996; Smitha et al., 2001; Torp et al., 2000; Yassi, 1998). Such programmes are beneficial in altering workplace culture, reducing workers' compensation and other costs, improving morale and communication, enhancing image and reputation, and improving processes, commodities, and services, according to this study. Management commitment and leadership, effective employee participation, integration of health and safety into corporate strategy, and continuous programme review are all important aspects of strong programmes, according to the studies. They argue that programmes that lack these characteristics are useless (Shannon et al., 1996, 1997; Gallagher, 2001; Gallagher et al., 2003; Liu et al., 2008).

Agriculture, on the other hand, accounts for nearly a quarter of all occupational accidents. This worrying trend jeopardizes our rapidly growing economy and the government's efforts to make agriculture more dynamic and competitive. A plantation's

concession area often encompasses a large area of land and is located in a distant region. On the other hand, regularly shifting and dispersed work sites make supervision and control challenging, requiring workers and field supervisors to be self-sufficient (Rozhan, 2015).

Because the plantation sector has never been subjected to any regulatory regulations, there are still no safety and health promotion initiatives in place, resulting in a lack of safety knowledge among all the employees. The success of an occupational safety and health programme in a plantation depends on the plantation's management team taking the lead throughout the process. Many successful Malaysian businesses have demonstrated that strong safety management leads to higher plantation output (Abang Abdullah et al., 2005).

Accidents, with a few exceptions, do not occur at certain times or locations, but rather in widely dispersed locales and during all hours of the day and night. Only a few of these instances can be linked to specific logistical aspects or equipment failures. The failure of the "human element" of the person or persons involved, or literally "loss of control", accounts for the bulk of accident causes. There had been an alarming rise in the number and frequency of work-related fatal accidents, work-related injuries, and permanent impairments in the country over the years, inflicting tremendous agony and suffering not only to the victims and their families, but also to the bottom line of the company business (Fahlbruch, 2010). The true number of work-related illnesses, deaths, and injuries, according to estimates from the Social Security Organization (SOCSO) and Workman Compensation, is more than three times the amount recorded. They had gambled with risk many times in their company's activities, and some had resulted in injuries and property damages, while others had resulted in near misses that, upon examination, could easily have ended in fatalities or catastrophic catastrophes. In the majority of these incidents, only the on-site supervisors were able to halt the series of events before it reached its conclusion. Safety measures, on the other hand, are most effective when those in control, such as plantation managers, are able to manage and lead the occupational safety and health in their plantations (Abang Abdullah et al., 2005).

The principal activity on a plantation is the cultivation of one of two types of crops. This includes planting, crop treatment, harvesting, soil preparation, cultivation, manuring, pruning, weeding, crop transportation to the mill, and produce storage. In these operations, a variety of instruments, machines, and agricultural chemicals are used. Where virgin ground is to be cultivated, clearing forest land by cutting trees, burning out undergrowth, and uprooting stumps, followed by ditch and irrigation channel digging, may be necessary. In addition to basic agricultural operations, other activities on a plantation may include rearing animals, processing crops, and maintaining and repairing buildings, plants, machinery, implements, roads, and tracks. Energy, drilling wells, maintaining irrigation ditches, running engineering or woodworking facilities, and transporting items to palm oil mills for processing may all be necessary. Because of the working environment, tools and equipment used, and the nature of the task, plantation work carries a number of risks (Hong, 2017).

SECTOR	NON PERMANENT DISABILITY	PERMANENT DISABILITY	DEATH	TOTAL
Hotel and Restaurant	118	1	0	119
Utilities (Electricity, Gas,	178	2	9	189
Water and Sanitary				
Service)				
Finance, Insurance, Real	345	4	24	373
Estate and Business				
Services				
Construction	87	2	59	148
Transport, Storage and	234	4	10	248
Communication				
Manufacturing	4273	183	58	4514
Wholesale and Retail	114	3	2	119
Trade				
Public Services and	74	3	0	77
Statutory Authorities				
Mining and Quarrying	27	2	8	37
Agriculture, Forestry and	856	23	16	895
Fishery				
TOTAL	6306	227	186	6719

Table 1.1: Occupational accident statistics by sector January to November 2022 (Reported to DOSH only)

Source: International Policy and Research Development Division

Inadequate use of sufficient PPE is to blame for many of the plantation accidents and illnesses. Many labourers, for example, may cut their feet or hands on palm fronds or spread manure without wearing gloves or shoes. PPE is usually available, and the organisation places a premium on enforcing its use. Despite the fact that most plantation companies have hired a full-time Health and Safety officer who is in charge of monitoring and auditing practises throughout the estates, developing training programmes for all employees, and developing action plans for continuous improvement, accidents can still occur. Every estate is required by the government to conduct internal safety audits on a regular basis in partnership with the Department of Occupational Safety and Health