Measuring workplace safety climate in terms of its key components

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This thesis is submitted in partial fulfillment of the Honours Degree of Bachelor of Psychological Science

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October 2016

Word Count: 11, 969
TABLE OF CONTENTS

LIST OF TABLES ......................................................................................................................... 4
LIST OF FIGURE .......................................................................................................................... 5
DECLARATION ............................................................................................................................. 6
ABSTRACT ................................................................................................................................ 7

CHAPTER 1 - INTRODUCTION .................................................................................................. 8
  1.1 Work Safety in Australia ........................................................................................................... 8
  1.2 Safety Climate ............................................................................................................................ 8
  1.3 Different Types of Organisational Climate ................................................................................ 8
  1.4 Climate versus Culture .............................................................................................................. 8
  1.5 Safety Climate and Worker Wellbeing .................................................................................... 8
  1.6 Issues with Safety Related Research ...................................................................................... 8
  1.7 Measuring Safety Climate ....................................................................................................... 8
  1.8 Comparison of Two Approaches to Measuring Safety Climate .............................................. 8
  1.9 Current Study .......................................................................................................................... 8

CHAPTER 2 – METHOD ................................................................................................................. 9
  2.1. Participants ............................................................................................................................ 9
  2.2 Measures ................................................................................................................................ 9
  2.3 Procedures .............................................................................................................................. 9

CHAPTER 3 – RESULTS ............................................................................................................... 10
  3.1 Comparisons between the Current Sample and Norm Groups ............................................. 10
  3.2 Safety Climate, Psychosocial Safety Climate and Worker Health and Wellbeing ............... 10
  3.3 Safety Climate Measurement .................................................................................................. 10
  3.4 NOSACQ-50 and PCS-12 item analysis .................................................................................. 10
  3.5 Qualitative Comments ........................................................................................................... 10

CHAPTER 4 – DISCUSSION ......................................................................................................... 11
  4.1 Comparisons for Burnout between the Current Sample and Normative Groups ................. 11
  4.2 Comparisons for Perceived Safety Climate between the Current Sample and Normative Groups ................................................................................................................................. 11
  4.3 Safety Climate, Psychosocial Safety Climate and Worker Health and Wellbeing ............... 11
4.4 The Importance of Co-Workers in Safety Climate Measurement .......... Error! Bookmark not defined.
4.5 NOSACQ-50 versus PSC-12 .................................................... Error! Bookmark not defined.
4.6 Qualitative Comments .............................................................. Error! Bookmark not defined.
4.7 Theoretical Implications ............................................................ Error! Bookmark not defined.
4.8 Practical Implications ................................................................. Error! Bookmark not defined.
4.9 Limitations ................................................................................. Error! Bookmark not defined.
4.10 Future Research .......................................................................... Error! Bookmark not defined.
4.11 Conclusions .............................................................................. Error! Bookmark not defined.
References ...................................................................................... Error! Bookmark not defined.
Appendices ...................................................................................... Error! Bookmark not defined.
Appendix A – Questionnaire from Survey Monkey ......................... Error! Bookmark not defined.
Appendix B – Recruitment Email ...................................................... Error! Bookmark not defined.
LIST OF TABLES

Table 1 Descriptive statistics and reliability statistics for the NOSACQ-50, the PSC-12 and the Copenhagen Burnout Inventory for the employees of the large entertainment and hospitality organisation (N=111) and comparisons to the normative samples.

Table 2 Correlation matrix for the Copenhagen Burnout Inventory, PSC-12, and NOSACQ-50 scores.

Table 3 Correlation matrix the NOSACQ-50 dimension scores.

Table 4 Results of Multiple Regression Analysis (unstandardised coefficients) to test the extent that NOSACQ-50 Management and Worker dimension scores predicted worker wellbeing (using the CBI).

Table 5 Results of Multiple Regression Analysis (unstandardised coefficients) to test the extent that NOSACQ-50 Management and Worker dimension scores predicted burnout (using the CBI).

Table 6 Results of item and dimension correlations of the NOSCAQ-50.

Table 7 Worker ratings of management safety climate dimensions of the NOSACQ-50.

Table 8 Worker ratings of co-worker safety climate dimensions of the NOSACQ-50.

Table 9 Worker ratings of the PSC-12.

Table 10 Summary of Qualitative Comments on Management Dimensions of the NOSACQ-50.

Table 11 Summary of Qualitative Comments on the Worker Sections of the NOSACQ-50.

Table 12 Summary of Qualitative Comments on workplace PSC.

Table 13 Summary of Qualitative Comments on the PSC-12.

Table 14 Summary of Qualitative Comments on Burnout Variables.
LIST OF FIGURE

Figure 1. Safety climate scores in comparison to the norm categories. 

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DECLARATION

This thesis contains no material which has been accepted for the award of any other degree or diploma in any University, and, to the best of my knowledge, this thesis contains no materials previously published except where due reference is made. I give consent to this copy of my thesis, when deposited in the University Library, being available for loan and photocopying.

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October 2016
This study investigated the concept of Workplace Safety Climate in terms of its key components affecting aspects of work related safety in two human service organisations. In particular, the project investigated whether employee assessments of worker attitudes and behaviours contributed additional explanatory variance to the association with key work-related stress indicators or whether their assessments of management attitudes and behaviours either wholly or primarily determine this association. A sample of 111 employees working in a large entertainment and hospitality organisation completed normed measures of safety climate, psychosocial safety climate (PSC) and burnout. Results were compared to the same measures completed by 228 Disability Support Workers (DSWs) who provide residential care for people with disabilities in houses in the community. Results showed that for both groups safety climate and PSC were significantly correlated to worker burnout. However, it was found through multiple regressions that worker safety attitudes did not add predictive capacity for burnout above that of management in the large entertainment organisation but did so for DSWs. Findings suggest that the relative influence of safety related attitudes and behaviours of managers and workers may vary depending on the structure of the organisation.