

The Role of Management Commitment in Employee's Safety Behavior - Pakistan



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“Be informed that there is no way bringing success than thinking well of Allah, for He is according to what His believing servant thinks of Him: good for good and vice versa. Be informed that there are venues which lead to Allah and which number as many as the beings themselves. For each of Allah’s creation there are as many paths leading to Him as many as there are beings. A wretch is one who sees the mercy of Allah as straitened though it encompasses everything”

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Abstract

The organization's success or failure largely depends on the management commitment to safety. An organization without matured safety culture along with no management commitment to safety might face serious financial losses as a result of large scale accidents. The management can achieve organizational targets with much ease by providing necessary support and guidance to the workforce in order to improve its safety culture. Therefore, the purpose of this research work is to find out the level of relationship between two factors "management commitment to safety" and "employees safety behaviors" in different organizations of Pakistan by using questionnaire. A theoretical model was designed in order to investigate and test the relationship between "management commitment to safety" and "employee's safety behavior". The data (n_102) were collected using personal relations in different well known organizations of Pakistan.

This research will be helpful for those organizations, which are planning to develop and improve their workplace safety cultures. During this research work, the respondents were requested to answer twenty three questions, divided into three sections of questionnaire. The twelve questions were related to the "management's commitment to safety" in their respective organizations and eleven questions were related to the workforce safety Behavior exhibited as a result of management commitment. The result concludes that "management commitment to safety" has a strong influence on the "employee's safety behavior" in almost all the organization chosen for this research. The management system comprises of policy, and operating procedures that implemented in the organizations along with the coordination of employee involvement adds safety knowledge in activities and help to change the employees' safety behavior. However, few employees of the surveyed organizations were strongly disagreed with current level of management commitment to safety.

Key Words:

Management commitment, safety, safety behavior, safety culture, performance, employee's safety behavior etc.

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