

**UNIVERSITI TEKNOLOGI MARA**

**ANALYSING THE SAFETY WORK  
CULTURE IN THE  
MANUFACTURING INDUSTRY**

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## ABSTRACT

Safety work culture has become a significant aspect in an organisation especially in manufacturing industry. However, the higher numbers of accident reported was in manufacturing industry. A strong safety work culture needs to be developed in order to enhance the effectiveness of risk management. This study aims to analyse the safety work culture in manufacturing industry and for this purpose, electrical and electronics (E&E) sector in Pulau Pinang was chosen as the scope of study. Questionnaires were distributed to 379 employees employed in this sector. Several variables i.e leadership's roles, employee engagement, strategic communication, organisation design were examined against the safety work culture. The findings revealed that all these variables were significant with the exception of organisation design and strategic communication, in influencing safety work culture in organisations. The results indicated that employees' and leadership roles are important to maintain a strong safety work culture in manufacturing sector. Employee engagement was found to be the most significant factor contributing to safety work culture as it can develop understanding among employees about the importance of their roles towards safety work culture. The results also provide useful inputs in guiding manufacturing management and risk practitioners to re-evaluate existing policies and guidelines to create an effective safety work culture in manufacturing sector.

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# **CHAPTER ONE**

## **INTRODUCTION**

### **1.1 INTRODUCTION**

This introductory chapter provides the background of the study which focused on the research topic. This chapter will then present the knowledge gaps in the study by exploring the problem of the study and is followed by the research questions and objectives, significance and scope of the study. The chapter ends with a brief organisation of the thesis.

### **1.2 BACKGROUND OF STUDY**

Work-related injuries can cause serious repercussions toward any organisation as the injuries can lead to financial strain to the industry and the nation as well. In Malaysia, the average number of work-related accidents was 3341 with the manufacturing sector reported to be much higher (2041) as compared to all other sectors. Based on the data published in a report by the Department of Occupational Safety and Health (DOSH), a total of RM1.549 billion last year was paid as compensation for work-related injuries. This only goes to show that injuries at the work place are still a serious issue that needs to be tackled and highlight the need to stress on a safety work culture.

What has safety work culture to do with this? A safety culture in the workplace is crucial in determining the survival and continuity of any organisation. Organisations that put emphasis on safety as an integral aspect of their strategic plan will ultimately perform better than organisations that do not do so. Not only will these organisations show better profits and revenues but this will also boost employees' morale and confidence as well as security for investors. An effective safety work culture will be able to save organisations in terms of loss in work hours, litigation costs and other consequential losses that may arise due to injuries and sickness at the workplace.

The introduction of the Occupational Safety and Health Act (OSHA) is an effort by the government to reduce risks and increase safety in the workplace