

UNIVERSITI TEKNOLOGI MARA

**THE ROLE OF IDEALIZED
INFLUENCE, INSPIRATIONAL
MOTIVATION AND ORGANIZATIONAL
SUPPORT IN SUSTAINING EMPLOYEE
SAFETY BEHAVIOUR: A CASE OF
RANHILL TECHNOLOGIES SDN BHD**

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ABSTRACT

This study explores the role of idealized influence, inspirational motivation, and organizational support in sustaining employee safety behaviour at Ranhill Technologies Sdn Bhd (RTSB). The findings of this study revealed the significance between independent variables and dependent variables throughout the previous study with empirical evidence. Drawing from a comprehensive literature review, the study synthesises theoretical frameworks and empirical findings to explore the relationships between key variables such as idealized influence, inspirational motivation, organizational support, and employee safety behaviour at RTSB. This study employed a quantitative approach with a Likert scale questionnaire as the instrument to validate the findings. Utilising a quantitative research design, data was collected through an electronic questionnaire distributed to non-managerial employees of RTSB. The questionnaire, available in Bahasa Malaysia and English, aimed to ensure comprehensive understanding and genuine responses. The study employed a stratified random sampling method, targeting a sample size of 277 respondents, based on a 74% response rate from a population of 441 non-managerial employees. The research instrument, developed by adapting and adopting previous studies, includes sections on demographics, idealized influence, inspirational motivation, organizational support, and employee safety behaviour. The Likert Scale was used to measure responses, and data was analysed by the Social Science Statistical Package (SPSS) version 28. Statistical techniques such as frequency analysis, descriptive analysis, reliability analysis, and Pearson Correlation Coefficient analysis were employed to evaluate the data. The findings from this study are expected to provide insights into the factors influencing employee safety behaviour at RTSB, contributing to the development of strategies to enhance safety practices within the organization.

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CHAPTER 1

INTRODUCTION

1.1 Preamble

This chapter provides a complete summary of the background of the study, defining employee safety behaviour at Ranhill Technologies Sdn. Bhd. (RTSB) in a clear and concise manner. This section provides an analysis of the problem statement and the evidence for the research, taking into account the most recent works of literature and contemporary concerns. In addition to that, the chapter provides an overview of the research aims and subsequent questions.

1.2 Background of Study

In every business sector, ensuring employees' well-being is paramount. An important aspect of an employee's well-being is their safety at work. Safety is not only a top priority but also a core value that guides the decisions and actions of organizations (Yates et al., 2005; Wu & Chen, 2024). The concept of behavioural safety, originating in the 1930s with Heinrich's triangle, focusses on cultivating safe habits by addressing potentially hazardous behaviours (Anderson & Denkl, 2010). Therefore, implementing effective safety practices is essential, as workplace accidents can lead to significant fatalities and disabilities (Liu et al., 2024b). Maintaining a secure and healthy work environment is vital, as accidents and injuries adversely affect not only the employees but also the company's reputation, morale, and productivity (Ahmed, 2019b). Therefore, employers view an employee's safety behaviour as a critical issue that requires immediate attention.

With a greater focus on workplace safety, the actions of employees are essential in influencing the overall safety culture. Employee safety behaviour is defined as behaviour that benefits the safety and health of colleagues, clients, the general public, and the environment (Wang et al., 2023). It refers to employees' behaviour, mindsets, and actions taken to limit the likelihood and severity of accidents, injuries, and occupational hazards in the workplace. Accidents and injuries at work will significantly