

UNIVERSITI TEKNOLOGI MARA

**DETERMINANTS OF SAFETY
BEHAVIORS: THE MEDIATING
EFFECT OF PREDISPOSING
FACTORS**

SITI FARHANA HASANUDIN

Thesis submitted in fulfilment
of the requirements for the degree of
Master of Science

Faculty of Business Management

September 2014

AUTHOR'S DECLARATION

I declare that the work in this thesis/dissertation was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This thesis has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

Name of Student	:	Siti Farhana Binti Hasanudin
Student I.D. no.	:	2009588523
Programme	:	Master of Science
Faculty	:	Faculty of Business Management
Title	:	Determinants of Safety Behavior: The Mediating Effect of Predisposing Factors
Signature of Student	:	
Date	:	September 2014

ABSTRACT

Safety has become a major concern for the organizations being the source of substantial direct and indirect costs. Furthermore, the legal requirements nowadays require the employer to fulfill all the rules and regulations that have been set by the Occupational Safety and Health Act 1994. It goes the same with SMEs where it plays a vital role in the Malaysian economy and is considered to be backbone in developing the industries. The purposes of this study are to investigate the factors that influence employees' safety behavior among SMEs manufacturing chemical products and to identify the mediating factors that will influence safety behavior at the workplace 200 questionnaires administered to the employees revealed that there is a significant relationship between the dimension of reinforcing factor (communication) with safety behavior (participation) as mediated by predisposing factor (knowledge). The dimension of predisposing factor (knowledge) also mediates the relationship between the dimensions of reinforcing factor (modeling) and safety behavior (compliance). Other interesting results found are the significant relationship between the dimensions of reinforcing factors (communication and modeling) and safety behavior (participation) mediated by the dimension of predisposing factor (beliefs). As for the dimensions of enabling factor (skills), it does have a significant relationship with safety behavior (participation) mediated by predisposing factor (knowledge), while dimension of enabling factors (resources and skills) also does have a significant relationship with safety behavior (participation) mediated by the dimension of predisposing factors (beliefs). Lastly, the result also revealed that there is a significant relationship between the dimension of enabling factor (resources) and safety behavior (participation) mediated by the dimension of predisposing factors (perceptions). Other findings are reported and recommendations for future research are put forth in this paper.

TABLE OF CONTENTS

	Pages
CONFIRMATION BY PANEL OF EXAMINERS	ii
AUTHOR'S DECLARATION	iii
ABSTRACT	iv
ACKNOWLEDGEMENT	v
TABLE OF CONTENTS	vi
LIST OF TABLES	vii
LIST OF FIGURES	viii
CHAPTER ONE: INTRODUCTION	
1.1 Introduction	1
1.2 Background of the study	2
1.3 Industry background	4
1.4 Problem statement	6
1.5 Research questions	12
1.6 Research objectives	12
1.7 Problems and limitations of the study	13
1.8 Scope of the Study	13
1.9 Significance of the Study	14
1.10 Definitions of Key Terms	15
1.11 Summary	16

CHAPTER TWO: LITERATURE REVIEW

2.1	Introduction	17
2.2	Occupational Safety and Health Law in Malaysia	17
2.2.1	Regulations under OSHA 1994	18
2.3	Types of Chemical Hazards and its effect on Human Health	20
2.4	Roles of Employer, Employees and Safety Committee in OSHA 1994 with regards to Chemical Handling	21
2.4.1	Roles of Employer	21
2.4.2	Roles of Employees	22
2.4.3	Roles of Safety Committee	23
2.5	The Importance of Small and Medium Enterprise (SMEs) towards Malaysian Economy	24
2.5.1	OSH in Small and Medium Enterprise (SMEs)	24
2.6	Conceptualization and Definition of Variables	26
2.6.1	Safety behavior	26
2.6.1.1	Dimensions of Safety Behavior	27
2.6.2	Predisposing Factors	28
2.6.2.1	Knowledge	28
2.6.2.2	Attitude	29
2.6.2.3	Beliefs	29
2.6.2.4	Perceptions	30
2.6.3	Reinforcing Factors	30
2.6.3.1	Societal Influences	31
2.6.3.2	Modeling	32
2.6.4	Enabling Factors	32
2.6.4.1	Resources	33