

**THE IMPACT OF ORGANIZATIONAL AND
INDIVIDUAL FACTORS ON SAFETY CLIMATE: A
STUDY IN AVIATION INDUSTRY**

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**DISSERTATION SUBMITTED IN PARTIAL
FULFILLMENT FOR THE DEGREE OF MASTER OF
HUMAN CAPITAL MANAGEMENT (MHCM)**

**SCHOOL OF BUSINESS AND ECONOMICS
UNIVERSITI MALAYSIA SABAH**

2008



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ABSTRACT

The main aim for this research is to investigate the impact of organizational and individual factors on safety climate in aviation industry with 240 respondents. Organizational factors involved in the research were organization ownership, the existence or absence of safety manager and safety committee. Whereas, the individual factors that involved in the research were age, gender, educational level, safety training and accident experience. These factors were tested toward safety climate by adapting the safety climate scale which consisted of five fundamental dimensions such as *Chief Executive Officer's Safety Commitment and Action*, *Manager's Safety Commitment and Action*, *Employee's Safety Commitment and Action*, *Perceived Risk and Emergency Response*. The relationships of these independent and dependent variables were tested using the Multiple Regression Analysis. Precisely, the level of significance was set to 0.05 for every statistical analysis. The result revealed that the Total Safety Climate (TSC) was 3.7632 which were considered as a positive safety climate. Moreover, the result also revealed that there is a positive relationship between private ownership and safety climate. In addition, there is a positive relationship between the existence of safety manager and safety climate. There is also a significant relationship between safety committee and safety climate. But the relationship between safety committee and safety climate is negatively related. Moreover, there is a positive relationship between accident experience and safety climate. Finally, there is a positive relationship between safety training and safety climate. However, the other factors such as gender, age, accident experiences and educational level have not reached statistical significance towards safety climate.

