

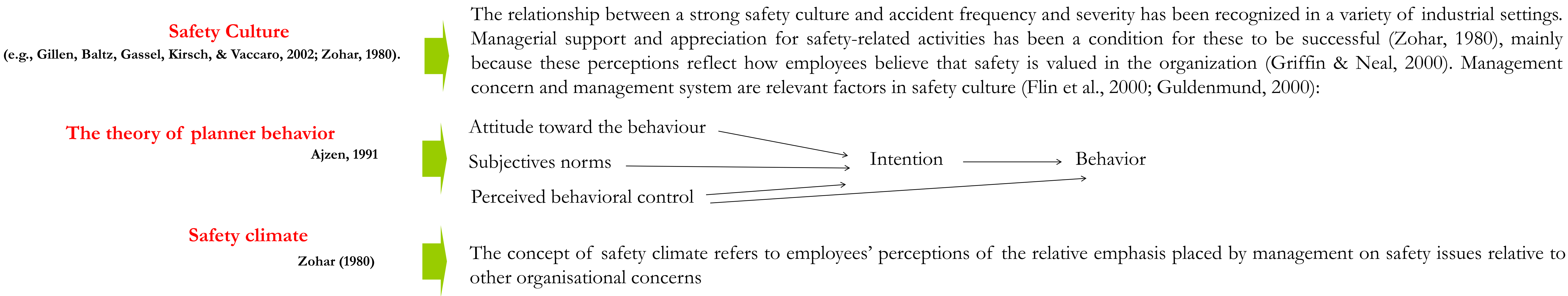
SAFETY AT WORK: PERCEPTIONS OF MANAGERS AND EMPLOYEES AND PROBABILITY OF HAVING AN ACCIDENT AT WORK IN 11 DIFFERENT INDUSTRIES SECTORS.

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Social representations are processing that a group or a community makes about social object (or group) so as to allow its members to behave and communicate in an understandable way (Moscovici, 1963)

Safety culture is often seen as a subset of organizational culture, where the beliefs and values refer specifically to matters of health and safety (Clarke, 1999).

- § The high-risk companies are the context of the research. In this context, the demands are high and the employee are required high skills.
- § Recent studies on the safety examine the role of safety climate in order to understand the perceptions of workers and supervisors, but the role of skills possessed is careless.
- § Managers have the role of monitoring the real competences of workers and adapt the organizational system compared to perceived competences..
- § The distance between managers and workers prevents an understanding of the actual skills possessed by workers.



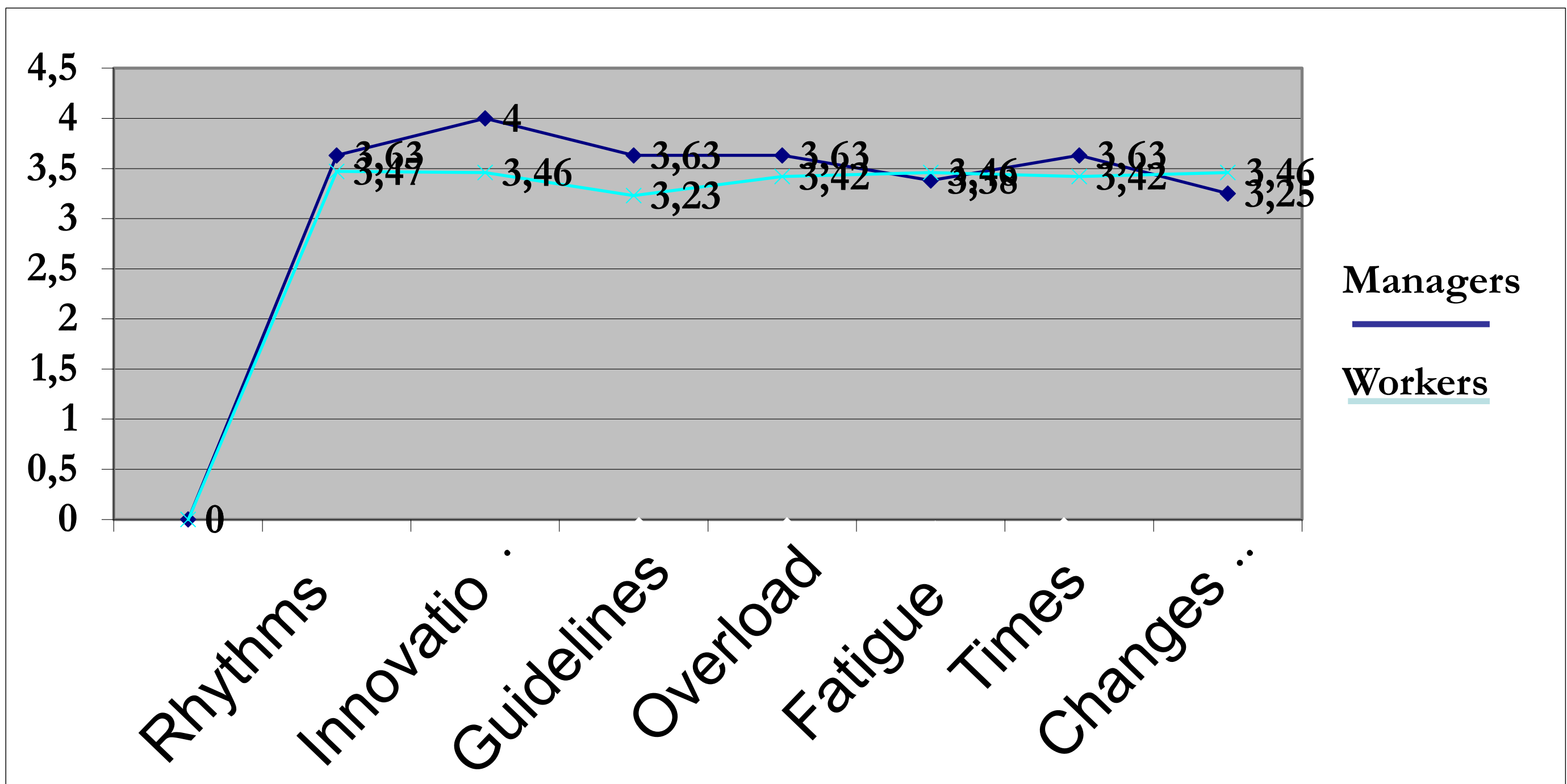
INTRODUCTION AND OBJECTIVES

Each individuald are exposed to a variety of workplace demands. job demands, such as administrative hassles, emotional conflict,or role overload, require sustained physical and psychological effort, which can have significant physiological and psychological costs (Crawford, LePine, & Rich, 2010; Demerouti, Bakker, Nachreiner, & Schaufeli, 2001; Schaufeli, Bakker, & van Rhenen, 2009). Safety critical organizations (SCOs) such as the chimichal industry requeres high competenze to respond to the demands of work and the unexpected. Referring the Job Demands–Resources model (JD-R; Bakker & Demerouti, 2006), aim is to investigate how employess of 11 different industrial sectors assess their ability to respond to organizational demands susch as time, innovations, guidelines, worload, fatigue and changes (self evaluation) and to compare these evaluations with those expressed by the mangagers on the ability of employees to meet the same organizational demands (hetero-evaluations). It is hypothesized that, as the difference between self-evaluation and etero evaluation increase, the perceived probability of having an accident also increases

METHOD

Sample	202 subjects, including 8 managers.(188 males; 14 females) within 16 companies.
Strumenti	Questionnaire asks: ‘How much do you think you are able do the job according to your ability to manage time, innovations, guidelines, workload, fatigue, rhythms and changes?’ The answers are expressed on a 5-point rating scale, 1 = not able, 5 = highly able. Managers are asked the same question in reference to competence of workers. Regarding the perceived probability of having an accident, the question is: ‘As for your company, indicate a hazardous situation and assess the probability that you and others have a mayor accident or even be subject to death (0 = minimum probability, 100 = highest probability).
Analisi	Frequencies; Analysis of variance

RESULTS



Analysis of variance supported all hypotheses. (P<.05).
Result are not significance for ability to manage time and responde to innovation.

52% of workers don’t feel able to do job

Probability of mayor accident	
Managers	Workers
39,39	46,13

Anova (P<.05).
r= -.481 p.< .01 test a due code

DISCUSSION

The distance between managers and wokers is confirmed.

- Managers assess workers more competent than the assessment workers give of themselves.
- Probability of accident is different beetween manger and workers
 - To increase between managers and workers on perceived competence decreases the likelihood to have an accident

Limites

Sample. The limited sample of managers.
Correlation only on 43 workers

Cross-sectional . The absence of a cross sectional study.

Implicationsi

- How to promote confrontation between managers and workers to prevent accidents.
- Studying multi-level organization as concurrent causes of accidents.