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... H ... D (2014) ...

19 ... (... , 2004). ... CIC ...

... I ... H ...

(B ... , 2006; ... , 2009). H ... CIC

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(... , ...) (... , 2006). (...) ...

(2005) D ... , 2012). A ... F ... , 2005; ...

(2005) ... H ...

... I ...

... H ...

... (2006) ... H ...

(1993) ... (1997) ...

... A ...

H ...

H ...

I ... C (CIC) (B ... , 2003). ...

... CIC

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H ...

H ...

31 ... (<50 ...) ...

(50–250 ...) (>250 ...) 2067

2. Method

2.1. Study design

2.2. Organisational sample

2.3. Recruitment

... (,) , F , , -

2.5.2. Questionnaire variables

B ®, I , (- , - , - , - /), .I ,

2.4. Stakeholder interviews

2.4.1. Sample

... , I , - , H , H& 9-

2.4.2. Interview schedule and protocol

... A H , 7= 7- , 1= , C (1980). , 9- 63, (α = 0.875).

D H (, ,) H ; () . J 3- A (C , 1979). 1= 7- 7= , 1 7,

B H H H C , α = 0.873. I A (C , 1979). 3-

F H H H A H H 1= , 7= 7- ?' 7-

A H : I 1= , 7- 7= 1= , 1 7, (α = 0.875).

A A 18 1 41 . I . (1979) 6-

2.5. Employee survey

... (, 1979, . 135). 1= , 7= , 6 42, (α = 0.803).

2.5.1. Questionnaire development

... H (H) (, 2003). , C I , 4 , -

... 10 , 0= 4 , 0 10 -

2.5.3. Questionnaire distribution

H E (H E) F (H E) (E , 2006). F , : () , () , 12 , - (. . .) , . I , 31 , 12 , - . E - F-36 H 2 (, 1992). (F , 2002), (J , 1999). F-36 I . F , . F , 0 () 100 () . C , 0.801 () , 0.847 () 0.853 () . C A (C C , 1999). 18- , " (C C , 2000, .6). (, 2005),

2.6. Organisational performance outcomes

1 = , 7 = 18 , I , Management Commitment e Communication Priority of Safety Safety Rules and Procedures Supportive Environment Involvement Personal Priorities and Need for Safety Personal Appreciation of Risk Physical Work Environment

Profit margin

Staff turnover

Number of reportable accidents (>3 days)

Number of non-reportable accidents (≤ 3 days)

Total number of accidents

Number of days lost due to accident or injury

Total level of sickness absence

2.7. Analysis

F C C (1999) 2 10 , 18 90, CIC , (, 2004). 0.652. 0.412 0.836, H H

Table 1

C

CIC	C		
B	E	E	C
	I	I	I
	C	C	H
		H	D
		B	/
		E	C
D		A	A
			A
		E	()
			E -
I		-	- ?
		- -	- ?
		,	D ,
			D
		C	
		-	C ;
		B	, . . B
	E , -	-	E
		/	I ,
		D	E
		,	
	I	C	
	C		

3.1. Descriptive statistics

A 31
(50 250, n = 12) (>250, n = 10) (<50, n = 9),
2
31
78
35
16
H
A
97%. A 2067
43 61% 1%
I
78%
11%
3%
6%

(<50)	(50 250)	(>250)
B	A	C C ()
C	C	C C (-E)
D	C	F
E	C	F
H	E	F &
	H	F
	H	
	C	
	C	

		<i>F</i>	<i>df</i>	<i>P</i>		
<i>Health and well-being</i>						
G		3.486	1	0.062	75.27	70.50
		3.298	1	0.070	78.04	73.05
		9.987	1	0.002**	62.80	55.01
<i>Safety climate</i>						
C		20.043	1	<0.001***	7.57	6.71
		13.103	1	<0.001***	7.55	6.70
		49.882	1	<0.001***	7.86	6.70
		18.275	1	<0.001***	6.92	6.30
		11.974	1	<0.001***	8.02	7.02
I		5.916	1	0.015*	7.30	6.17
	/	6.76	1	0.009**	7.61	6.67
		46.214	1	<0.001***	7.38	6.39
		17.329	1	<0.001***	6.72	6.10
<i>Job attitudes</i>						
		1.962	1	0.162	47.33	45.44
J		0.791	1	0.374	5.46	5.30
I		0.571	1	0.450	2.79	3.02
I		0.063	1	0.802	35.39	35.23
<i>Performance measures</i>						
		0.392	1	0.531	8.06	8.03
-		0.060	1	0.807	0.20	0.41
-	-	8.939	1	0.003**	0.22	0.43

*	$p < 0.05.$			
**	$p < 0.01.$			
***	$p < 0.001.$			
(0 100: 0 =		100 =		).
(2 10	=			).
(9 63:	=			).
(1 7:	=			).
(1 7:	=			).
(6 42:	=			).
(0 10: 0 =		10		).

12

3.3. Organisational size comparisons

(192: ; 320:)
(1555:),

I

A t-

. A

$t(20) = 2.976, p < 0.01.$

($M = 6.87$)
($M = 3.16$).

/

;

A C A

/

$p < 0.001.$

$F(20, 1098) = 2.829,$

4.

4.

E

F

/

H

A

E

F

E

12

A t-

3.4. Approach to OSH management

H

(. . .)

Table 4
E

	F	df	P	/	
<i>Health and well-being</i>					
G	2.017	1	0.156	71.22	73.01
	7.282	1	0.007**	71.54	76.06
	5.972	1	0.015*	54.43	59.41
<i>Safety climate</i>					
C	1.468	1	0.226	7.30	7.08
	0.171	1	0.679	7.18	7.08
	0.667	1	0.414	7.38	7.23
	6.527	1	0.011*	6.87	6.54
I	0.899	1	0.343	7.57	7.48
	7.100	1	0.008**	6.96	6.66
	8.614	1	0.003**	7.40	7.07
	1.454	1	0.228	6.62	6.89
	2.167	1	0.141	6.58	6.36
<i>Job attitudes</i>					
J	1.100	1	0.295	45.40	46.49
I	1.256	1	0.263	5.29	5.38
I	3.921	1	0.048*	3.21	2.91
I	1.147	1	0.284	35.38	35.29
<i>Performance measures</i>					
-	0.11	1	0.740	8.09	8.04
-	1.256	1	0.263	0.46	0.29
-	27.816	1	<0.001***	0.62	0.28

C

/

* $p < 0.05.$
** $p < 0.01.$
*** $p < 0.001.$

(0 100: 0 = 100 =).

(2 10 =).

(9 63: =).

(1 7: =).

(1 7: =).

(6 42: =).

(0 10: 0 = 10).

H

CIC

F

F 5

13

D

H

H

H

12

A t-

H

(. . .)

Table 6

E		CIC				
		F	df	P	BFE/ C	'
<i>Health and well-being</i>						
G		0.236	1	0.627	73.54	71.69
		1.179	1	0.278	75.89	74.75
		3.682	1	0.550	59.25	57.94
<i>Safety climate</i>						
C		41.053	1	<0.001***	6.98	7.31
		54.514	1	<0.001***	6.93	7.32
		71.002	1	<0.001***	7.10	7.44
		0.189	1	0.664	6.71	6.44
I		35.914	1	<0.001***	7.45	7.55
		17.893	1	<0.001***	6.69	6.71
	/	20.571	1	<0.001***	7.09	7.15
		38.155	1	<0.001***	6.81	6.91
	65.337	1	<0.001***	6.19	6.67	
<i>Job attitudes</i>						
		8.217	1	0.004**	46.17	46.55
J		12.517	1	<0.001***	5.29	5.48
		0.911	1	0.340	2.95	2.87
		1.810	1	0.179	35.50	35.04
<i>Performance measures</i>						
		0.168	1	0.682	8.0	8.09
-		0.021	1	0.885	0.31	0.32
-	-	5.803	1	0.016*	0.33	0.34

C	BFE/C	G
*	$p < 0.05$.	
**	$p < 0.01$.	
***	$p < 0.001$.	
(0 100: 0 =	100 =	
(2 10	=	
(9 63:	=	
(1 7:	=	
(1 7:	=	
(6 42:	=	
(0 10: 0 =	10	

Table 5

	CIC				
		<i>t</i>	<i>df</i>	<i>p</i>	BFE/ C
(%)		0.906	10	0.193	10.71
(%)		1.223	26	0.627	9.64
(		0.814	28	0.211	0.02
-)		0.321	26	0.375	0.09
()		0.602	25	0.276	0.11
A ()		0.804	23	0.215	0.23
D		-0.460	20	0.325	4.21

C	BFE/C	G
BFE/		

CIC

$\beta -$	.	
$p -$	.	
F	.	18%
F	.	30%
F	.	28%

5. Conclusions

H
D
H

Acknowledgements

I H.

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