Research Articles

Interaction Effects of Organizational and Individual Factors on Safety Climate in College and University Laboratories

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Abstract

This paper focuses on investigating the interaction effects of organizational and individual factors on safety climate. Self-administered questionnaire, including general information and a safety climate scale, was conducted among 754 employees at four colleges and universities in central Taiwan selected via simple random sampling. 465 of 754 employees completed the questionnaire. The researchers carried out two-way MANOVA, and this analysis indicated that the following interaction effects were found to be statistically significant: size and job tenure/safety training experience on safety climate, ownership and job tenure on safety climate, safety committee and gender/accident experience on safety climate, location and job tenure/safety training experience/work site on safety climate. On the basis of these results, the authors provide some countermeasure for universities to improve safety climate and propose the practical application of the present study.

Keywords: Safety climate, Organizational factors, Individual factors, Interaction effect, Two-way MANOVA

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