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AN INDISPENSABLE EVOLUTION FOR SUSTAINABLE CORPORATES**

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FACTORS AFFECTING OCCUPATIONAL SAFETY BEHAVIORS OF WORKERS DIRECT PRODUCTION AT CU CHI POWER COMPANY

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Abstract.

The electrical industry is one of the most dangerous industries in Vietnam and accidents are easy to occur to workers. In particular, Cu Chi Power Company has applied many effective solutions to prevent occupational accidents, but violations about safety procedures still appear and occupational accidents have occurred. Mostly, working accidents are caused by unsafe working behaviors of workers. Therefore, research on human behaviors in occupational safety and health is necessary to find the effective solutions to well manage their behaviors. This article focuses on studying the factors and the extent of their influence on the occupational safety behavior of workers directly production (WDPs) in production at Cu Chi Power Company. The survey with 245 WDPs at Cu Chi Power Company was conducted based on a questionnaire. Thus, the results of the linear regression model show that there are five factors affecting the occupational safety behavior of production technology at Cu Chi Power Company as follows: Safety Rules and Procedures, Safety Training, Work Pressure, Safety Attitude and Management Commitment. In particular, rules and procedures are the most influential variables.

Keywords: *Occupational safety behavior, Factors affecting, Linear regression model, Cu Chi Power Company.*

1. Introduction

As one of the occupations with a high level of risk in the production process, workers in the electricity industry daily still face potential risks that can cause occupational accidents whenever. According to statistics of the Vietnam electricity, from 2017 to 2021, in the whole Vietnam electricity industry, there have been 67 occupational accidents, in which the total number of accidents is 76 people, causing 31 deaths and injured 45 people. At Cu Chi Power Company, there were 2 occupational accidents, killing 1 person and injuring 2 others in 2022. It is obvious that occupational accidents leave many consequences such as affecting the health and life of workers, making workers lose their working capacity, or losing their lives during unsafe work. In addition, it is severely affecting the family happiness of employees, and at the same time affecting the production and operation of enterprises, leading to inhibiting the development of society.

Today, in the trend of global integration of science, technology and engineering, the working conditions of workers are increasingly focused on improving by enterprises. The management of occupational safety is carried out in accordance with the provisions of law. However, the situation of occupational accidents in general and occupational accidents in the Electricity industry in particular still occurs with many causes, but the main cause belongs to the human error factor.

In order to better clarify the behavior of workers related to safety issues in production, there have been quite a few studies on the factors affecting the occupational safety behavior of workers, but most of them are researched in the field of occupational safety on the construction sector. In Vietnam, there are currently only a few studies on occupational safety behavior of construction workers. Therefore, this study was carried out to determine the factors and extent of their impact on occupational safety behavior of WDPs at Cu Chi Power Company.

2. Literature Review

2.1. Occupational safety behavior

The issue of Occupational Safety and Health (OSH) was approached within the general framework of labor protection and was considered a component of the field of general occupational science organization. In recent years, due to the increasing importance of OSH issues as well as the technical separation of the fire protection sector, OSH has been approached exclusively and is regulated by the state in many countries in separate legislation, separate from the labor code (Cu, 2021). According to the World Health Organization (WHO) in 2016, OSH includes all parameters related to health and safety and focuses on the prevention of risks in the workplace. The term OSH itself covers two aspects, namely Occupational Safety (OS) and Occupational Hygiene (OH). According to the Law on OS and OH of Vietnam in 2015, "OS is a solution to prevent and combat the impact of factors that are dangerous to human life in order to ensure no injury or death to people in the process of working". "OH is a solution to prevent and combat the impact of harmful factors that cause diseases and degrade human health during the working process".

Occupational safety behavior is related to safety and can be conceptualized in a similar way to other job behaviors establishing working behavior. Occupational safety behaviors are implemented in the workplace to prevent occupational accidents (Agiviana et al., 2015). Thus, it is possible to reduce occupational accidents in the working environment. In addition, occupational safety behaviors can be implemented to prevent danger to people when occupational accidents occur. Therefore, occupational safety behavior can be defined as the behavior of ensuring safety and performed during working. Moreover, occupational safety behavior is achieved by the compliance and participation of employees in an organization (Supartini et al., 2019). Thus, the two main aspects of safe behavior include safety compliance and safety participation.

Safety compliance is defined as following safety procedures and performing working safely (Neal et al., 2000). The term "safety compliance" refers to the core behavior and workers need to practice to maintain safety in the workplace, in which behavior includes maintaining standards of working procedures and using personal protective equipment (Neal et al, 2002). Safe participation is defined as employee voluntary behavior that contributes to safety. In addition, safe participation requires increased support from colleagues and compliance with workplace safety programs and it takes initiative and does their best to ensure workplace safety (Neal et al., 2000).

2.2 Factors affecting occupational safety behavior

Safety attitude. Attitude is a previously learned preparation to react consistently favorably or unfavorably to a given issue or object (Kreitner et al., 2008). Safety attitude reflects employees' beliefs and emotions concerning safety policies, procedures, and practices (Burke et al., 2010). Zailani et al. (2021) conducted research to further clarify whether workers' safety attitudes affect safety behavior and the ability to recognize hazards. The research results show that the safety attitude of workers has an influence on the safety behavior of the workers on the construction site, although no relationship has been established between the safety behavior of the workers and the ability to recognize the corresponding hazard. Leung et

al. (2010) have shown that safety situations and risky behaviors can be influenced by worker safety attitudes. Therefore, a hypothesis is suggested as follows:

H1: Safety attitude have a positive effect on occupational safety behavior

Management commitment. Neal et al., (2004) define management commitment as "the degree to which management is perceived to place a high priority on safety and effectively communicate and act on safety issues". Commitment to safety at all levels of management is helpful in encouraging workers to respond to actions, as it demonstrates safety behaviors in the workplace (Michael et al., 2006). Management commitment is one of the factors that have a very important influence on safety behavior (Manjula et al., 2014). If management is actively involved in safety issues, workers will respond with positive safety behavior (Alfayez, 2017). Management commitment has a significant positive effect on safety behaviour. Management commitment provides influence on safety behaviors (Setyawan et al., 2021). So, a hypothesis is proposed as follows:

H2: Management commitment has a positive effect on occupational safety behavior.

Safety rules and procedures. Safety rules and procedures are defined as the collection and understanding of security protocols (Dahl, 2013). Safety rules and procedures enable workers to perform their duties in both an ethical and safe manner (Vinodkumar, 2005). When workers behave safely and work according to established rules and procedures, deaths, accidents and injuries can be avoided. Furthermore, the operational success of companies is related to the implementation of strict safety rules and procedures, as well as adequate monitoring of such rules to prevent any uncertain events occurs due to a security protocol violation (Alfayez, 2017). Vinodkumar et al., (2010) argued that safety rules and procedures, that are well documented and enforced by management, can enhance safety behaviours. Therefore, a hypothesis is suggested as follows:

H3: Safety rules and procedures have a positive effect on occupational safety behavior.

Safety training. Safety training is safety-related information or knowledge provided to workers to enable them to perform their working procedures safely and without risk to their health, their network (Abdullah et al., 2009). Safety training is the acquisition of technical knowledge and skills for the purpose of improving safety performance among workers to prevent accidents and injuries in the workplace (Vinodkumar et al., 2010). Safety training is one of the factors that have a significant positive influence on the safe behavior of workers. Safety training opens the door to workers' understanding of the possibilities that may arise while they are on the job. By knowing the risks at work, they can raise awareness about safety at work. In addition, workers, who have been trained and trained in safety, will have better safety behaviors and practices than those who have not been trained and trained (Setyawan et al., 2021). Safety training is one of the factors having a very strong correlation with worker safety behavior. Effective safety training will help workers recognize the hazards of occupational accidents and know how to avoid them (Paramasivam et al., 2022). Therefore, a hypothesis is suggested as follows:

H4: Safety training has a positive effect on occupational safety behavior.

Work pressure. Work pressure is defined as the extent to which employees feel pressured to complete their work, the amount of time available to plan and perform the work, and the balance of the workload (Glendon et al., 2000). Pressure to get things done from colleagues and leaders is another important factor that helps explain why individuals engage in unsafe work behavior. When workers are busy and rush to complete work, they feel pressured to work unsafely (Mullen, 2004). When employees are working under stressful or overloaded conditions, they may ignore safety precautions, rules and regulations in order to complete their work as quickly as possible (Pordanjani et al., 2015). According to Amponsah-

Tawaih et work pressure will negatively affect the safety behavior of workers, in particular can reduce the tendency of employees to engage in safety behaviors. Therefore, a hypothesis is suggested as follows:

H5: Work pressure has a negative effect occupational safety behavior.

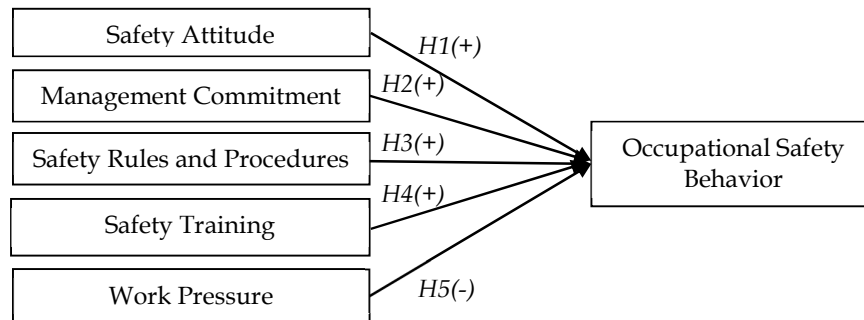


Figure 1: Research Conceptual Framework

3. Research Methodology

The research method used in this paper is the combination of two qualitative methods and quantitative methods. Qualitative research is conducted through direct interviews with some experienced respondents such as departmental managers, teams and 10 highly skilled and experienced workers through discussions to ask about factors likely to affect safety behavior in the workplace. This study aims to adjusting and supplementing the scale of research concepts to ensure that the survey questionnaire is clear, understandable and suitable for the surveyed subjects.

From corrected scales, the formal questionnaire is established. The authors selected five levels Likert scale, with: (i) completely disagree; (ii) disagree; (iii) neutral; (iv) agree; and (v) completely agree. Each sentence is a statement about a certain criterion in a concept of the model. The formal questionnaire consists of 38 observational variables corresponding to six scales in the research model.

Quantitative research is conducted using interviewed all 245 WDPs working at Cu Chi Power Company using a detailed questionnaire designed in accordance with the research objectives

Scales in the model are evaluated for reliability and exploratory factor analysis (EFA). Analysis of multiple linear regression models to quantify the effects, consider the level of impact of different factors on occupational safety behavior of WDPs at Cu Chi Power Company. The SPSS 20.0 software analyses the data.

4. Main Findings

4.1 Factors affecting occupational safety behavior

This study surveyed 245 WDPs at Cu Chi Power Company. As a result, 241 responses were obtained, reaching the rate of 98.36 %. Including 85/85 paper boards and 156/160 survey panels using Google Forms. Conduct data cleaning, remove incomplete answer tables. The remaining results of 220 formal questionnaires were included in coding and analysis.

To test the reliability of the scale, the number of official research samples is 220 samples, this number of samples is done through Cronbach's Alpha reliability coefficient ($\alpha \geq 0.6$) and corrected item - total correlation (≥ 0.3). After testing the reliability of Cronbach's Alpha, one observed variable was eliminated as SA3 (*I am satisfied with the company's periodical testing of protective equipment*) due to the corrected item - total correlation is 0.273 less than 0.3. Therefore, the study conducted factor analysis with the remaining 29 observed variables. In the results of the first factor analysis, the variable SRP2 (*Our company*

regularly reviews and updates the safe working procedures to be consistent with the Electrical Safety Process and related processes and regulations) has a factor loading of $0.442 < 0.5$, so this variable is removed and factor analysis is carried out for the second time. The results of factor analysis are presented in Table 1.

Table 1: EFA result of independent variables

Factor	Factor loading				
	1	2	3	4	5
SAFETY TRAINING (ST)					
ST5- The safety training provided me with enough knowledge to identify and assess hazards in the workplace	0.768				
ST1- I received safety training and testing when I started working at my company	0.722				
ST6- Safety training helps in my work	0.709				
ST2- Safety is the top priority in training programs at my Company	0.694				
ST4- My company organizes a full range of training courses on occupational safety	0.689				
ST3- Safety work procedure training is required at my company	0.689				
SRP6- Instructions regarding electrical safety rules and procedures are clear in my department	0.579				
WORK PRESSURE (WP)					
WP6- I think progress is more important than safety at work		0.747			
WP1- I often make shortcuts, do it carelessly when I feel that the work is under a lot of pressure		0.740			
WP2- I often remove some personal protective equipment because they can make it difficult to manipulate at work		0.733			
WP4- My manager pressures me to prioritize work progress over employee safety		0.728			
WP5- I often skip some safety measures to save working time		0.724			
WP3- My commander doesn't care about our safety procedures, as long as we work on schedule it's fine		0.715			
MANAGEMENT COMMITMENT (MC)					
MC1- Management commits to have sufficient resources to ensure safety at work			0.746		
MC3- Management quickly responds to safety related issues			0.742		
MC6- Management considers safety as important as project progress			0.710		
MC2- Management acts decisively and seriously when there are safety concerns			0.698		
MC4- At my workplace, the leader shows concern for the safety of workers			0.673		
SAFETY ATTITUDE (SA)					
SA6- My supervisor is very strict about safety so I always have a sense of safety when doing my job				0.742	
SA1- I see the need to make efforts to reduce occupational accidents and incidents at work				0.716	
SA4- I think it's important at work to maintain the safety of myself and my colleagues				0.699	
SA2- I am satisfied with the safety measures in place at work				0.692	
SA5- I always try to do my work in absolute safety				0.686	
SAFETY RULES AND PROCEDURES (SRP)					
SRP3- Workers perform a risk assessment before performing any task					0.768

Factor	Factor loading				
	1	2	3	4	5
SRP5- Electrical safety rules and procedures are followed even when work is rushed					0.702
SRP4- Electrical safety rules and procedures are always practical					0.691
SRP1- Workers must comply with the provisions of electrical safety procedures when working					0.682
MC5- Management expressed concern if safety procedures were not followed					0.516
Cronbach's Alpha coefficient	0.832	0.838	0.809	0.815	0.796
Eigenvalues	7.039	3.040	2.867	1.651	1.423
Variance explained (%)	25.140	10.859	10.240	5.576	5.082
Cumulative variance explained (%)	25.140	35.998	46.239	51.815	56.897
KMO coefficient = 0.871; Sig. = 0.000					

From the results in Table 1, it shows that the coefficient KMO = 0.871 is in the range [0.5;1], so EFA fits the data; Sig (Bartlett) = 0.000 $\leq \alpha$ ($\alpha = 0.05$) shows that the observed variables are correlated with each other; total variance extracted = 56.897 $\geq 50\%$ meets the requirements and the eigenvalues of the 5 factors are all greater than 1, showing that these 5 factors explain 56.897% of the variability of the data; Factor loading coefficients are all greater than 0.5. Therefore, the initial conditions are satisfied and the exploratory factor analysis results are completely consistent.

In the 1st factor, there are 6/6 original observed variables of the Safety Training scale and 1 observed variable SRP6 from the scale of Safety Rules and Procedures rotated in. Therefore, in general, when the observed variable SRP6 rotates into the Safe Training scale, there is no significant change in the measure of safety behavior. Similarly, in the 5th factor, there are 4/6 remaining observed variables of the scale of Safety Rules and Procedures and 1 observed variable of MC5 from the Management Commitment scale, and in general, when the monitoring MC5 on the scale of Safety Rules and Procedures did not significantly change the measurement of safety rules and procedures. In addition, the third factor after the second EFA has 5/6 observed variables of the Management Commitment scale, so it still ensures the meaning in the measurement of management commitment; the fourth factor remains 5/6 observed variables of the Safety Attitude scale, so it still ensures the meaning in the measurement of safety attitude; The second factor remains the same as the 6 original observed variables of the Work Pressure scale. Therefore, the original names of all 5 factors remained unchanged after the final EFA.

4.2 Occupational safety behavior

The dependent variable of the research model is the occupational safety behavior of WDPs at Cu Chi Power Company. Conducting EFA for the dependent variable, the results shown that 8 observed variables of the occupational safety behavior scale are grouped into 1 factor. No observed variables were excluded. EFA is consistent with the coefficient KMO = 0.899, the extracted variance is 54.134% at the eigenvalue of 4.331 > 1 ; observed variables have factor loading coefficients above 0.5, the significance level of Bartlett's test is 0.000. Therefore, these observed variables all contribute significantly to the model (Hair et al., 2009). The results of the exploratory factor analysis of the dependent variable are presented in Table 2.

Table 2. EFA result of dependent variable

OCCUPATIONAL SAFETY BEHAVIOR (SB)	Factor loading factor
SB6- I always report to management if I discover any safety related issues in my company	0.772
SB3- I will not ignore safety measures because of the progress of work	0.748
SB5- I help my colleagues when they work in risky or dangerous conditions	0.743
SB2- I strictly follow electrical safety rules and procedures while performing my job	0.739
SB4- I guarantee the highest level of safety when doing my work	0.734
SB7- I try to actively participate in safety training or programs	0.723
SB1- I use all the necessary safety tools and equipment to do my job	0.721
SB8- I listen to my manager or supervisor's instructions about the safety of me and my colleagues while on the job site	0.705
Cronbach's Alpha coefficient	0.878
Eigenvalue	4.331
Variance explained (%)	54.134
KMO coefficient = 0.899; Sig. = 0.000	

4.3 Regression analysis

Regression analysis is the analysis of the causal relationship of the dependent variable which is occupational safety behavior and the independent variables including safety attitude, management commitment, safety rules and procedures, safety training, work pressure. Tables 3 and 4 below show that the given regression model is relatively consistent with the 5% significance level. The adjusted R square coefficient = 0.686 means that the model explains 68.6% of the overall relationship between factors affecting occupational safety behavior. The remaining 31.4% explained by other factors. Besides, this study tested the assumptions of the linear regression model including autocorrelation (Durbin-Watson coefficient = 2.082); multicollinearity ($VIF < 1$); assumptions about normalized residuals violation (based on Histogram and Normal P-P Plot: mean = $4.23E-16$ is close to 0 and standard deviation = 0.989 is close to 1); the assumption of linear relationship (using Scatter Plot) shows that the data points are distributed around the zero coordinate line and tend to form a straight line. In addition, the results of hypothesis testing about the fit of the model shown that the significance level (sig.) of the F test used in the analysis of variance table (ANOVA) is very small ($0.000 < 0.05$), so the model fit the data set.

Table 3. Results of regression analysis

Independent variables	Beta	Sig	VIF
Management commitment	0.124	0.006	1.412
Work pressure	-0.179	0.000	1.105
Safety rules and procedures	0.423	0.000	1.599
Safe attitude	0.134	0.004	1.487
Safety training	0.309	0.000	1.331
R ²			0.694
Adjusted R ²			0.686
Sig. F			0.000
Durbin-Watson coefficient			2.082

The results of the regression analysis shown that there are 4 values of the standardized regression coefficients greater than 0 (safety rules and procedures, safety training, safety attitude, management commitment) demonstrating these 4 independent variables when included in the regression analysis that has a positive effect on the dependent variable; there is 1 value of standardized regression coefficient less

than 0 (work pressure) showing that this variable has a negative effect on the dependent variable. Based on the magnitude of the standardized regression coefficient Beta, it shows that the safety rules and procedures have the strongest impact on the occupational safety behavior of WDPs at Cu Chi Power Company ($\beta = 0.423$). Next is the safety training variable ($\beta = 0.309$); work pressure variable ($\beta = -1.179$); safety attitude variable ($\beta = 0.134$) and finally management commitment variable ($\beta = 0.124$).

5. Conclusion

The main purpose of this study is to evaluate the impact of factors affecting occupational safety behavior of WDPs at Cu Chi Power Company, on the basis of internal and external studies combined with the work characteristics of workers at Cu Chi Power Company. The research results showed that there are five factors affecting the occupational safety behavior of WDPs at Cu Chi Power Company, ranked in order of influence level from high to low (according to the coefficient beta) includes: Safety rules and procedures; safety training; work pressure; safety attitude and management commitment. In which, the factor of work pressure has a negative impact on occupational safety behavior; the remaining four factors have a positive impact on occupational safety behavior. There is a positive relationship between safety rules and procedures and safe work behavior (including safety compliance and safe participation) which is in line with many previous research's findings (Langford et al., 2000; Al-haadir et al., 2011; Alfayez, 2017). Thus, Leaders of Cu Chi Power Company can strengthen the safety-related behavior (safety compliance and safety participation) of workers, particularly the WDPs by maintaining and updating regularly necessary safety rules and procedures. Moreover, for workers to understand and master safety rules and procedures, leaders of Cu Chi Power Company need to increase the frequency and quality of training and safety training for WDPs; research and compile training documents on electrical safety engineering procedures in the direction of vivid visualization, interaction with real images or sound effects, concise content, easy to understand, easy to remember and suitable for each individual occupational object. In addition, it is necessary to regularly assess the capacity of each worker and assign responsibilities in accordance with their capacity and forte as well as accurately calculate the workload, time to perform the work, and the employees involved in the work to arrange and assign reasonable tasks to reduce pressure on employees. At the same time, attention should be paid to effectively improving employee attitudes, forming a unified safety regulation, thereby encouraging employees to voluntarily perform certain safety behaviors. The leadership also needs to have a commitment to safety through more investment in safety training and education; Provide adequate and quality assurance of personal protective equipment; committed to implementing a reasonable reward and punishment regime to encourage safe behaviors as well as deter unsafe behaviors.

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