An Empirical Investigation of Safety Climate on Organizational Citizenship Behavior in Taiwan’s Facilities

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Abstract

Although the social exchange relationships between employers and employees are increasingly important to the performance of safety management systems, the psychological effects from work attitudes on this relationship have been less studied. Using a sample of first-line operators and their supervisors from 188 facilities in Taiwan who had Occupational Health and Safety Assessment Series 18000 (OHSAS 18000) certifications, the current research conducted an empirical investigation of safety climate on Organizational Citizenship Behaviors (OCB). Work attitude was used to disclose psychological effect. Research results indicated that 1) safety climate is a significant predictor of OCB, 2) the psychological effect does significantly influence social exchange relationship, and 3) job satisfaction shows a stronger mediating influence than organizational commitment due to the frequent top management turnover. Discussions and implications are also addressed.

Keywords: Safety climate, Organizational citizenship behavior, Social exchange relationship, Psychological effect