

The Impact of Organizational Factors on Safety Performance of the Employees (case study: Electricians of Power Distributions Electricity Company of Guilan)

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The main objective of this study was to investigate the effect of organizational factors on employee safety performance. The research method was descriptive-correlational. The statistical population of this study was all the electricians of power Distribution Company in Guilan province. Using random sampling method, 212 employees of power Distribution Company of Guilan province were ed. Research tools included the scale of management commitment, blame culture, Harmonious relationship, team collaboration, safety reporting, safety supervision, risk awareness and Safety practices. Using structural equation modeling in AMOS software, version 24 assumptions and research model were tested. The results of this research showed that managerial commitment (beta coefficient: 0.130) and Harmonious relationships (beta coefficient: 0.386) had a significant and direct effect on employee team collaboration. In the next, managerial commitment (beta coefficient: 0.277) has a significant and direct effect on safety reporting. Also, management commitment (beta coefficient: 0.225) and blame culture (beta coefficient: 0.146), Harmonious relationships (beta coefficient: 0.267) have a significant effect on safety reporting. In the next, team collaboration (beta coefficient: 0.429), safety monitoring (beta coefficient: 0.247) and safety reporting (beta coefficient: 0.233) have a significant and direct effect on risk awareness. At the end, team collaboration (beta coefficient: 0.235), safety supervision (beta coefficient: 0.131), risk awareness (beta coefficient: 0.406) have a significant and direct effect on employees' safety practices. Management commitment, blame culture, Harmonious relationships, team collaboration, safety supervision and safety reporting have been able to predict 34 %

of the variance of the risk awareness. Management commitment, blame culture, Harmonious relationship, team collaboration, safety supervision, safety reporting, and risk awareness have been able to predict 43 % of the variance employees' safety practices. The results of this research help to manage occupational activities such as dam construction, bridge-building, tunneling, electricity and gas to increase the safety performance of the organization by increasing the internal organization performance.

Keywords : Organizational factors, Safety performance, Employees of Gilan Electricity Distribution Company

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