
The Relationship between Leadership Style and Safety Acceptance by Employees Regarding the Role of Employee Safety Participation in the Administration of the Guilan Prisons

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A person's insight toward safety behaviors could be the basis for preventing occupational accidents in the workplace. Therefore, by assessing employee safety attitudes, we can examine the extent of safe or unsafe behaviors in the organization. This study was investigated the relationship between leadership style and employees acceptance of behavioural safety in view the role of worker participation in the general directorate for prisons of the Gilan Province. The population consisted of 375 employees of the General Directorate for the Gilan Province Prisons, who were involved in 14 correctional education centers were elected 190 subjects. The participants were classified into three categories including heads and deputies, experts and employees. The hypotheses were tested using SPSS (version 22) and Lisrel (version 8.8). The questionnaire reliability was estimated at 0.792 by the Cronbach's alpha formula, which confirmed the reliability of the questionnaire. In the current study, variables such as interactive leadership, transformational leadership and worker participation in safety were considered as independent variables and safety employees acceptance was regarded as a dependent variable. In this study, we aimed to evaluate the direct effect of independent variables on each other and the dependent, as well as the impact of the safety participation variable as a mediator variable on the dependent variable. The results indicated that the transformational leadership and worker participation in safety variables influence, respectively, on the safety employees acceptance variable, the worker safety participation variable; and the safety employees acceptance variable. The results also demonstrated that there is a correlation between worker safety participation as an intermediary variable and

the impact of the transformational leadership and the interactive leadership on employee acceptance of safety. Since, working in prisons has dangers, taking risk employees is one of the key issues staff recruitment to retirement. It is important to convince and explain the the general directorate for prisons of the Gilan province on safety behaviors. Thus, it is merits our attention both the scientific aspect (awareness of safe behaviors) and the practical aspect (use of protection and security equipment). If bosses contribute employees to safety oversight, discuss their safety behaviors with them, and receive staff's suggestions on how to improve safe working conditions, so they to accept more workplace hazards and require themselves to use protection and security equipments.

Keywords : Interactive Leadership, Transformational Leadership, Employee Safety Participation, Employees Acceptance of Safety, the General Directorate for Prisons, Guilan Province Prisons

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