

# **Investigating the effect of safety climate and flexibility of employees on their safety and psychological stress (Case study: Red Crescent Society of Guilan Province)**

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**Abstract** The safety bar is a multi-dimensional structure that expresses the attitude of individuals towards safety and the right priority given to safety in the workplace. Measurement of the safety bar provides a snapshot of the organization's safety status at a specified time. Accordingly, the purpose of this study was to investigate the effect of safety and flexibility of employees on their safety and psychological stress in the Red Crescent Organization of Guilan Province. According to the research goal, the method of this research is applied and its nature is descriptive-analytic correlation type. Data gathering method In this field survey and data gathering tool, a questionnaire was used. In this research, Cronbach's alpha coefficient was used to measure the validity of content validity and also to measure reliability, and its values for all model variables were higher than 0.7. Sampling method is simple and random. Given that the population studied is limited, the Cochran formula of the limited society is used to the sample, and the sample size is 177 people. All data analysis was performed using SPSS and PLS software. To investigate the hypotheses, the research has been used to confirm the factor analysis and to model structural equations with partial least squares approach. The results of the research hypotheses indicate that the safety climate has a positive effect on the safety implications, the employee's flexibility on the safety implications has a positive effect, individual flexibility has a direct negative effect on psychological stress, and ultimately the effects of safety on psychological stress have a positive effect Is direct.

**Keywords :** Keywords: Safety climate, Personnel flexibility, Safety performance, Psychological stress, Red Crescent Organization, Guilan Province

