EXPLORING THE ANTECEDENTS OF PERFORMANCE OF OCCUPATIONAL SAFETY AND HEALTH: AN INTEGRATIVE VIEW

CHUNG-HUNG TSAI

Department of Health Administration, Tzu Chi University of Science and Technology, Hualien, Taiwan
E-mail: tsairob@tcust.edu.tw

Abstract - To integrate occupational safety and health with health promotion to improve workplace safety is gradually valued by researchers and practitioners. Based on the integrative approach, the study aims to include three antecedents: safety climate, health promotion, and social influence, and to explore the effects of the three antecedents on preventive activities and safety satisfaction. The proposed framework was validated with 392 respondents from one hospital in Taiwan. The findings show that: (1) Structural equation modeling (SEM) was used to assess the causal relationships that were hypothesized in the proposed model and the structural model showed a good fit. (2) As predicted, all proposed hypotheses except for H3b (Social influence has a positive effect on safety satisfaction.) was supported. (3) Safety climate, followed by preventive activities, health promotion, and social influence in order, has the strongest total effects on safety satisfaction relative to the other factors. (4) This study also confirmed that preventive activities partially mediate the effects of three antecedents (safety climate, health promotion, and social influence) on consequence (safety satisfaction). This study provided conclusions and practical implications to practitioners and scholars of occupational safety and health and health promotion to achieve better work-life of employees of hospitals in future.