The Influence of Individual Differences on Organizational Safety Attitudes

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ABSTRACT

Workplace accidents cost organizations and the economy billions of dollars annually, disabling and injuring millions of employees. Employee attitudes toward safety have been shown to relate to safe workplace behavior. In an effort to determine what contributes to stronger employee attitudes toward safety, we examined the relationships between safety attitudes and a wide array of individual differences reflecting preferences and tendencies toward risk and control. Using a sample of 190 engineering and occupational safety students from two universities, we found that agreeableness, conscientiousness, prevention regulatory focus, and fatalism related significantly to all six safety attitudes examined. Regression analyses demonstrated that agreeableness, prevention focus, and fatalism significantly related to safety attitudes when controlling for the other individual differences. This study illustrates the utility of examining individual differences when predicting safety-related attitudes.