

# EAWOP17-SINGLE

*Occupational and organizational safety*

*Safety climate and safety culture*

EAWOP17-SINGLE-887

**Perceived management commitment to safety and safety behaviors: the moderating role of trust and support.**

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**Please indicate the type of paper you wish to submit:** Oral

**Please indicate which Symposium you wish to submit your paper for:** Scientific Symposium

**Content:** Instrumental processes, based on the idea that individual perceptions of safety climate inform behavior-outcomes expectancies (Zohar, 2008), and reciprocation processes, based on social exchange theory (Blau, 1964), have been identified as important processes to take into account in order to understand safety behaviors (Chmiel & Hansez, 2016).

The main aim of this study is to go further in the explanation of the processes linking perceived management commitment to safety (PMCS) to safety behaviors, by testing the moderating role of two variables reflecting the way workers perceive their supervisor: safety specific trust in the supervisor, illustrating *instrumental processes* and perceived supervisor support (PSS), illustrating *reciprocation processes*.

In two samples, a survey methodology and Latent Moderated Structural (LMS) equation modelling were used to test our hypotheses.

Overall, and although results were mixed and discussed, high PMCS, when combined with high trust or high PSS, resulted in safer behaviors. We did not find such significant effects as explaining routine violations. The patterns of results were similar in the two samples.

The main limitations are the use of single-source and self-reported data may lead to common-method variance bias and the cross-sectional nature of the study. Future longitudinal research is needed to test causality.

An important implication for companies is to be aware of the powerful role played by management: building trusting relationship (by behaving consistently regarding safety) and encouraging managers to show support to their employees in a context where safety is considered as important are keys to potentially achieve safe behaviors.

**Disclosure of Interest:** None Declared