

Improving safety part of my job? Safety Citizenship Role Definitions and Safety Violations

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We test whether the perspective employees take on discretionary safety activities in considering them part of their job (safety citizenship role definitions, SCRDS) mediates the effect on safety violations of work engagement and perceived management commitment to safety, and whether taking part in those activities (safety participation) mediates the relationship between SCRDS and violations. In two studies involving two different organizations, a survey methodology and Structural Equation Modelling was used to examine the relationships between constructs simultaneously, and indirect (mediation) effects were evaluated for significance using bootstrap techniques. Results from the first study support the view that the relationships of work engagement and perceived management commitment to safety on situational violations (those provoked by the organization) are partially mediated by SCRDS, and that the effect of job control on SCRDS is mediated by both work engagement and perceived management commitment to safety. Results from study 2 provide support for the view that the effect of SCRDS on situational violations is mediated by safety participation rather than safety knowledge and safety motivation, suggesting that employees can reduce some types of violation by changing organizational constraints that help produce them. The studies were cross-sectional thus limiting causal inferences. However these results extend previous research using similar methodology relating job control to SCRDS, reinforce the view that both safety-specific and non-safety specific processes should be considered in predicting safety behaviours, and support a novel explanation for the previously puzzling observation that safety participation predicted future violations.