"The dream land" has tilted during the last decade. There are also those who maintain that Sweden nowadays has to learn a lot from other countries. Some people even would use Sweden as a warning example. Concerning the development of health OSH (Arbetarskydd), Sweden has been special in a number of important respects. It is argued that in the majority of industrially developing countries (IDCs) there is not only shortage of human work sciences, but also miner's resource mobilization is limited by social movements and political rights. The social conditions in some countries will likely resemble those present in Sweden during different post-war periods. Sweden is/will be seen as "paragon case". The Swedish worker collective has, in any case, strived to solve working life-related problems. Ones, which worker collectives elsewhere are facing today or will be facing in near decades. By that remark, it is not so certain that they will choose the "Swedish solutions".

The present case study from Swedish mining industry emphasizes that there are valuable lessons from Swedish workers and industry to be gained. The participatory approach in the OSH activities is illustrated by the historical-empirical study of the miners' collective risk management of occupational disease (Silicosis) at the Laisvall Mine in Sweden from 1943-1953. Representatives of employer and employees comprise the Safety Committee, responsible for the working environment.

The focus is first to understand how miners behave in the occupational health and safety activities and the subsequent actions towards a solution are then subjected to retrospective analyses. The workers' resource limitation is discussed.

This qualitative method approach utilises multiple sources of information and evidence. This study tries to develop arguments that in better understanding and solution of problems related to work environment, different perspective is needed. One perspective, which has been misunderstood its strengths, is 'usual' people's attitude and actions in solution of occupational health and safety problems. The history of Silicosis at the Laisvall Mine can be charted as a complex political history of managing industrial epidemiology. It highlights the role of workers in identification, definition and perception of lung diseases. The study demonstrates that the participation of workers in the OSH activity was strongly affected by their knowledge over production conditions and their engagement in the work environmental problems.

## MAKING WORKPLACES SAFER: EFFECTS OF JOB AND ORGANIZATIONAL PRACTICES ON SAFETY CLIMATE

David M. Dejoy, Bryan S. Schaffer, Robert V. Vandenberg, Mark G. Wilson, C. Shannon Griffin-Blake
Workplace Health Group
Athens, Ga, USA

**PROBLEM UNDER STUDY:** There is growing evidence that management practices and other aspects of broader organizational systems are important determinants of workplace safety performance. Much of this work has focused on attempting to describe and measure the

safety climate of the organization. Safety climate measures typically emphasize the overall perceptions held by employees about the importance assigned to safety in their workplace or organization. However, important questions remain about the job and organizational factors that shape how employees perceive this aspect of their workplace or organizational climate.

**OBJECTIVES**: This research sought to examine the job and organizational determinants of safety climate through a cross-sectional survey of employees working for a large home improvement retailer in the USA. The working hypothesis was that many of the same factors that influence other aspects of business or organizational performance also impact workplace safety and health.

**METHOD OR APPROACH**: As part of a larger study of work organization in retail operations, this research used a well-established measure of safety climate a dependent measure and sought to explore the determinants of safety climate. Three categories of determinants were examined: job design, general organizational practices, and job future.

**Job design** included the following variables: workload, autonomy, job content, role clarity, work schedule, physical demands, and environmental conditions.

**General organizational practices** included: organizational support, co-worker support, participation with others, participation with supervisors, and communication.

**Job future** included: job security, learning opportunities, procedural equity, distributive equity, and flexible work arrangements. Surveys were administered to 4,166 employees in 21 retail units of a large home improvement and building supplies company. The overall response rate was 53%, and these analyses were based on 2,208 completed surveys. Self-administered surveys were completed at work and on company time. Responses were confidential and anonymous.

**RESULTS**: Descriptive statistics and correlations were computed for all measures. Scale internal consistencies for all measures were acceptable (Chronbach alpha >.70). Separate regression analyses were computed for each category of predictors, and each category contributed significantly to safety climate (ps<.001). The model R squared for job design was .34 and all variables except autonomy were significant at .10 or better. The R squared for organizational practices was .45 and all but involvement with others met the .10 criterion. For job future, the R squared was .38 and only distributive equity fell short of the inclusion criterion. A full model was then tested using all variables. The R squared for this model was .49 and the strongest predictors were communication, learning opportunities, environmental conditions, organizational support, and co-worker support, respectively.

**CONCLUSION**: The results of this study pinpoint some of the broad organizational practices that impact safety climate. These results are discussed in terms of prevailing views about the management of workplace safety and health, particularly whether this function is responsive to the same factors that shape other core business functions.

**LIMITS**: The principal limitations are that these results are drawn from a cross-sectional survey of employees in a single large organization in only one business sector of the U.S. economy.

**CONTRIBUTION OF THE PROJECT TO THE FIELD**: This is one of first studies to systematically explore the job and organizational determinants of safety climate. It provides initial empirical support

for the often cited, but rarely tested, assertion, that managing workplace safety and health is not different in kind from managing other important aspects of enterprise operation. This work also suggests the potential applicability of high-involvement and high-performance work systems to improving outcomes related to employee safety and health and loss control.

## SUCCESSFUL INTEGRATION OF INJURY PREVENTION INTO SECONDARY EDUCATION

PAMELA KIDD, JOAN MAZUR, HENRY COLE, TED SCHARF
College of Nursing Arizona State University
Tempe, AZ, USA

**PROBLEM UNDER STUDY**: Relevant instructional materials are needed to assist adolescents to better comprehend their susceptibility for injury.

**OBJECTIVES**: The purpose of this paper is to describe a strategy for integrating injury prevention into the classroom through the social studies curriculum.

**METHOD OR APPROACH**: The intervention was a simulation exercise developed by using focus group data from farm families, hospital record data, medical expense data, farm planning and economic data, and principles for designing interactive exercises. Two versions of the simulation exercise were developed: paper and pencil and CD-ROM. The simulation exercise addressed several concepts of value to the social studies curriculum, specifically economics, health, problem solving, community involvement in supporting safety and families, and the relationships among stress, fatigue, workload, and injury. The instructional packet created, of which the simulation exercise was one part, consisted of: comprehension tests, simulation evaluation tool, farm safety and economics attitude scale, and a thinking about safety instrument. Students also contacted and interviewed a farmer about the issues in the simulation exercise. The packet was constructed in such a manner that the instructor could clearly view the relationship between simulation exercise concepts and state curriculum goals for the targeted learner. The evaluation measures provided the instructor with data to support achievement of state educational goals. The interview exercise became an illustration of language art skills for inclusion in the learner's required portfolio.

**RESULTS**: Using a three-group (two treatment; one CD-ROM, the other pen and paper) experimental design with a no-treatment control group, data were collected from 377 students (156 treatment of which 74 paper, 82 CD-ROM; and 131 control). Both versions of the simulation exercise were found to be equally effective.

**CONCLUSION**: Teachers and students liked and became fully engaged in both versions of the simulation. There should be less concern about what format of injury prevention materials to use in the classroom and more emphasis placed on developing injury prevention educational materials that support the curriculum in general. Schools involved in the study continue to use the materials as apart of their social studies and American studies curricula.

**LIMITS**: Data were collected using self-report measures.

**CONTRIBUTION OF THE PROJECT TO THE FIELD**: Integrating injury prevention into the educational curriculum by providing instructors with a reality-based, ready to implement educational

6e WORLD CONFERENCE

# Injury Prevention and Control

6e CONFÉRENCE MONDIALE

# Prévention et contrôle des traumatismes

MAY 12 TO 15, 2002

Montreal Convention Center

DU 12 AU 15 MAI 2002

Palais des Congrès de Montréal

## ABSTRACTS • RÉSUMÉS

INJURIES, SUICIDE AND VIOLENCE:
Building Knowledge, Policies
and Practices to Promote a Safer World

TRAUMATISMES, SUICIDE ET VIOLENCE :
Construire un savoir, des politiques
et des pratiques pour promouvoir
un monde en sécurité

ISBN : 2-7606-1845-5

Imprimé au Canada