

A CONCEPTUAL MODEL OF SAFETY CLIMATE FROM LEADERSHIP TO WORKPLACE INCIDENTS

Xin-Xuan Che, M.A., Zhiqing E. Zhou, M.A., University of South Florida, and Yu Yan, Ph.D., Wuhan University

Safety climate is defined and accepted as a “snapshot” of workforce/employees’ perceptions about safety. Much of the work in this field has focused on methodological rather than theoretical or conceptual issues resulting in a challenge of its predictive validity in the last few decades. Using a hierarchical longitudinal design, we are planning to test whether leadership style plays a key role in predicting subordinates’ perception of organizational safety climate and moderates the relationship between supervisors’ perception of safety climate and subordinates’ perception of safety climate. We also want to explore the relationship between unit level safety climate and unit level safety outcome. Finally, we propose that job stress/strain can moderate the relationship between safety climate and safety outcome in this study. Thirty groups of subjects will be recruited from four major organizations in China. Each group consists of one supervisor and at least 5 subordinates. Participants will be asked to finish one survey each month and there will be four surveys in total. Hierarchical liner model will be the major analysis for this study to show the relationships among variables and to test moderation effect. Other analyses regarding the quality of the measures and characteristic of the sample will be performed to support the hypothesis. ANOVA will be used to show the difference across the organizations.

CORRESPONDING AUTHOR: Xin-Xuan Che, M.A., Department of Psychology, University of South Florida,
4202 East Folwer Ave., PCD 4118G, Tampa, FL 33620

Paper 2 A Conceptual Model of Safety Climate From Leadership to Workplace Incidents

- Xin-Xuan Che, MA, University of South Florida, Tampa, FL; Zhiqing E. Zhou, MA; Yu Yan, PhD

Paper 3 Supervisor vs. Employee Safety Climate Perceptions: Association With Safety Behavior and Outcomes for Lone Workers

- Yueng-hsiang Huang, PhD, Liberty Mutual Research Institute for Safety, Hopkinton, MA; Dov Zohar, PhD; Michelle M. Robertson, PhD; Jin Lee, MA; Jennifer R. Rineer, MS; Lauren A. Murphy, PhD; Angela Garabet, MSc

Paper 4 Abusive Supervision, Safety and Individual Voice: A Multilevel Analysis

- Jing Zhang, Master's degree, University of Houston, Houston, TX; Christiane Spitzmuller, PhD; Hao Wu, Master's degree

Work-Life Enrichment: Antecedents, Mechanisms, and Outcomes (Paper Panel Session)

San Gabriel A/B

Chair: Gwenith G. Fisher, PhD, Institute for Social Research, University of Michigan, Ann Arbor, MI

Paper 1 Linking Domain Centrality, Segmentation, and Work-Family Enrichment: Examining Differences Across Age Groups

- Tatiana H. Toumbeva, MA, Bowling Green State University, OH; Christopher S. Chang; Russell A. Matthews, PhD

Paper 2 Work-to-School Enrichment as a Mediator of the Creativity-School Performance Relationship

- Angela C. Reaves, MS, Florida International University, Miami, FL; Erica N. Drew, MS; Jesse S. Michel, PhD

Paper 3 Examining the Enrichment Process That Links Family-Supportive Supervisor Behaviors to Individual and Work Outcomes

- Tatiana H. Toumbeva, MA, Bowling Green State University, OH; Ashlie R. Britton; Russell A. Matthews, PhD

Paper 4 Work-Family Enrichment and Working Mothers' Physical Activity

- Joseph G. Grzywacz, PhD, Oklahoma State University, Tulsa, OK; Brian C. Martinson, PhD; Lauren A. Crain, PhD

3:00-3:15 p.m.

Break (with refreshments)

3:15-4:30 p.m.

Concurrent Sessions

Management of Absenteeism (Paper Panel Session)

San Gabriel C

Chair: Nico P. Pronk, PhD, FACSME, FAWHP, HealthPartners Institute for Education and Research, Minneapolis, MN

Paper 1 Optimal Lifestyle Behaviors and Employee Productivity

- Abigail S. Katz, PhD, HealthPartners, Minneapolis, MN; Nico P. Pronk, PhD; Marcia Lowry, MS

Paper 2 Workplace-Based Program for Managing Absenteeism and Facilitating Return-to-Work: Describing the Gap Between Evidence and Practice

- Marie-José Durand, PhD, Université de Sherbrooke, Longueuil, QC, Canada; Marc Corbière, PhD; Marie-France Coutu, PhD; Daniel Reinharz, PhD; Valérie Albert, MSc; Quan Nha Hong, MSc

Paper 3 Prescription Drug Misuse and Workplace Absenteeism: Results From the 2007-2011 NSDUH

- Martijn van Hasselt, PhD, RTI International, Behavioral Health Economics Program, Research Triangle Park, NC; Vincent Keyes, MA; Jeremy Bray, PhD

Perspectives in Total Worker Health™ (Paper Panel Session)

Santa Barbara C

Chair: L. Casey Chosewood, MD, NIOSH, Atlanta, GA

Paper 1 Where Is Work Organization in Total Worker Health™?

- Peter Schnall, MD, MPH, University of California, Irvine, CA; Marnie Dobson, PhD; Paul Landsbergis, PhD

Paper 2 Implementation of an Evidenced-Based Multilevel Workplace Intervention to Promote Occupational Health and Safety

- Malin Lohela Karlsson, PhD, Karolinska Institute, Stockholm, Sweden; Christin Ahnmé Ekenryd, BSc; Prof. Irene B. Jensen; Lydia Kwak, PhD

Discussant: L. Casey Chosewood, MD, NIOSH, Atlanta, GA

New Findings From the Dark Side: Racism, Sexism, and Heterosexism in Organizations (Symposium)

Palos Verdes

Chairs: Kathryn J. Holland, MA, and Lilia M. Cortina, PhD, University of Michigan, Ann Arbor, MI

Paper 1 Mental Health Consequences of Racial Microaggressions

- Courtney McCluney, BA, University of Michigan, Ann Arbor, MI; Enrique Neblett, PhD

